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Title: **Wisconsin Power & Light Company and International Brotherhood of Electrical Workers (IBEW), AFL-CIO Local 965 (2003)**

K#: **6080**

Employer Name: **Wisconsin Power & Light Company (Alliant Energy)**

Location: **WI**

Union: **International Brotherhood of Electrical Workers (IBEW), AFL-CIO**

Local: **965**

SIC: **4930**

NAICS: **221**

Sector: **P**

Number of Workers: **1450**

Effective Date: **06/01/03**

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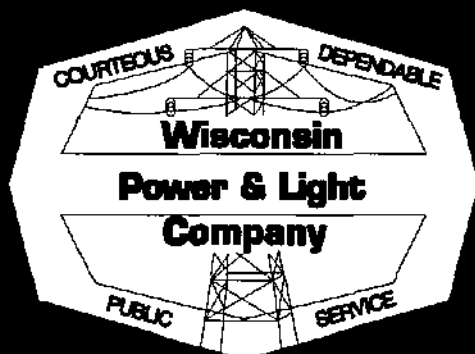
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IC # 6080

1450  
222

# Agreement

- June 1, 2007



135 8P

Wisconsin Power and Light Co.

&

Local Union 884

8/26/04

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## AGREEMENT

This Agreement, entered into this 14th day of April 2004, between Wisconsin Power and Light Company, a subsidiary of Alliant Energy, its assigns, successors or firms owned and controlled by it or which may be later acquired by it, who may be referred to hereinafter as the "Company" and Local Union Number 965 of the International Brotherhood of Electrical Workers affiliated with the AFL-CIO (hereinafter referred to as the "Local Union") representing the employees in the collective bargaining units for which the Local Union has been certified as the exclusive collective bargaining representative, by the National Labor Relations Board in Cases 13R3223 and 13R3249, covers all work performed by employees of the different classifications scheduled in Exhibit "A" attached hereto. All items set forth in said Exhibit "A" shall be made a part hereof as fully as it incorporated herein. This Agreement cancels the previous Agreement entered into on the 28th day of January 2000.

This Agreement shall take effect as of the first day of June, 2003 for a period of four years and shall continue in full force and effect from year to year thereafter, unless written notice is given by either party hereto to the other on or before ninety (90) days prior to June 1, 2007, or any annual expiration date thereafter, requesting that the Agreement be amended or cancelled. If amendment is desired, the contents of the amendment must be submitted in writing by either party hereto to the other not later than sixty (60) days prior to said annual expiration date.

**WITNESSETH:** That for the purpose of facilitating the peaceful adjustment of differences that may arise from time to time and promote harmony and efficiency to the end that the Company, the Local Union and general public may mutually benefit, the parties hereto contract and agree with each other as follows, to wit: --

### METHOD OF NEGOTIATION AND ENFORCEMENT

The Company and Local Union agree to meet and deal with each other through their duly accredited officers and committees (during the period of time this Agreement or any extension thereof is in effect) on the application and construction of the terms and provisions of this Agreement as they relate to hours, wages, benefits, seniority, promotions within the classification scheduled in Exhibit "A" hereof, demotions, discriminations, discharges, layoffs which are not made in accord with seniority, compulsory transfers, and any other conditions of employment of the employees of the Company covered in this Agreement.

Should any differences arise concerning the application and construction of the terms and provisions contained in this Agreement and in the Agreement covering Retirement Plan B and the Equitable Group Annuity Plan (AC-288), the Agreement covering the Comprehensive Medical Expense Benefits Plan, the Agreement covering the Dental Expense Insurance Plan B, and the Agreement covering the Employees' Retirement Savings Plan B - [401(k)] to the extent provided in said other Agreements between the parties hereto they shall be settled in the following manner:

Step (1) The matter shall be first presented and discussed by the employee(s) involved and with the immediate supervisor.

If the matter is not resolved, the employee(s) shall have five (5) regular working days in which to request a meeting on the matter with Management's representative. In either case above, the employee(s) may request Union representation and the Management representative shall give an oral answer within five (5) regular working days of such meeting.

Step (2) If this meeting fails to bring about a mutually satisfactory settlement, the difference shall then be referred in writing to the Manager at District, Generating Station Manager, Area or General Office Department Head to whom the employee(s) involved is (are) responsible and the Chief Steward (or their respective designated representative). This written referral must be completed within thirty (30) calendar days from the date the alleged offense was known to have occurred. A meeting involving the Manager, Chief Steward, involved employee(s), and such other Company employee(s) or witness(es) as either party may feel would assist in resolving the matter shall be conducted within seven (7) regular working days of the date the written statement of the dispute was received. The Manager shall, within seven (7) regular working days after the completion of the meeting, provide a written response to the written dispute for consideration by the employee(s) and Chief Steward. Extension of time limits shall only apply if mutually agreed to by the parties.

Step (3) If the Manager's response to the written dispute is not acceptable to the employee(s) and the Chief Steward, the Union shall within ten (10) regular working days after receiving the Manager's response, request in writing a meeting to include the Business Manager (or designated representative) of the Local Union and the Manager of Labor Relations (or designated representative). This meeting shall be held within ten (10) regular working days after receipt of this request by the Manager of Labor Relations (or designated representative).

Within ten (10) regular working days of the conclusion of this meeting, the Manager of Labor Relations (or designated representative) shall send the Business Manager (or designated representative) of the Local Union the Company's written proposed resolve to the dispute. Extension of time limits shall only apply if mutually agreed to by the parties.

Step (4) If the resolution proposed by the Manager of Labor Relations (or designated representative) is not acceptable, the Business Manager (or designated representative) of the Local Union may, within fifteen (15) regular working days of its receipt, notify the Manager of Labor Relations (or designated representative) of the Company of the intention to appeal the case to arbitration. The Company and Local Union agree that the decision of the arbitrator shall be final and binding on both parties.

## **METHOD OF ARBITRATION AND ENFORCEMENT**

All differences that may arise concerning the application and construction of the terms and provisions contained in this Agreement and in the Agreement covering Retirement Plan B and the Equitable Group Annuity Plan (AC-288), the Agreement covering the Comprehensive Medical Expense Benefits Plan, the Agreement covering the Dental Expense Insurance Plan B, and the Agreement covering the Employees' Retirement Savings Plan B - [401(k)] to the extent provided in said other Agreements which are not agreed upon by the representatives of the Company and the Local Union, as hereinbefore provided in paragraphs captioned "Method of Negotiation and Enforcement", shall be submitted at the timely written request of either party to an arbitrator.

At the request of either party, both parties agree to mutually submit a request to the Federal Mediation and Conciliation Service for the nomination of a panel of five (5) arbitrators. Upon mutual agreement, the parties may request additional panels or may choose an arbitrator not provided by the FMCS. The arbitrator shall be chosen by each party striking two (2) names from the list. The order of striking shall be first by the party requesting the arbitration and then alternating until all but one of the nominees has been stricken and that one shall be the arbitrator and both parties agree to be bound by the nomination and appointment in such manner. The form for striking the names from the panel used by the parties shall have attached to it a notice of the name of the arbitrator selected, in triplicate, directed to the Federal Mediation and Conciliation Service, the arbitrator selected, and the other party which shall be signed by the last party striking from the list and furnished immediately by certified mail to the parties to whom the notice is directed. In the event the arbitrator selected should not be able to serve, another panel shall be requested and the arbitrator determined in like manner from the new list.

The request to the Federal Mediation and Conciliation Service shall outline the Arbitration Conditions. The agreed upon Arbitration Conditions are as follows:

1. The date of hearing shall be set within sixty (60) regular working days of notification of selection.
2. The hearing will include an oral opening statement, presentation of evidence and oral summation. The parties will dispense with the court reporter and upon mutual agreement may submit post-hearing briefs or arguments. Post-hearing briefs or arguments, if any, shall be submitted no later than thirty (30) calendar days from the date of the hearing.
3. A decision with opinion will be rendered within sixty (60) regular working days from conclusion of hearing.

Each party shall bear the expense of preparing and presenting its own case. The expense of the arbitrator and incidental expense, mutually agreed to in advance, shall be borne equally by the Company and the Local Union.

## COOPERATION

The Local Union agrees for its members that they will individually and collectively perform loyal and efficient work and service, that they will use their influence and best efforts to protect the property of the Company, the public and the Company's service to the public, and that they will cooperate in promoting and advancing the welfare of the Company and the protection of its service to the public at all times.

The Company agrees that it will cooperate with the Local Union in the future as it has in the past in promoting harmony among all of its employees.

The Company and the Union are committed to meeting the needs of the customer by continuously improving the way we perform our daily work. Recognizing this as a key to future success, both parties encourage employees to participate in this effort.

## SUCCESSOR CLAUSE

This agreement shall be binding upon the successors of Wisconsin Power and Light Company and no provisions, terms or obligations contained herein shall be affected, modified, altered or changed in any respect whatsoever by the sale, conveyance, transfer or assignment, consolidation or merger of Wisconsin Power and Light Company operations covered by this agreement or affected, modified, altered or changed in any respect whatsoever by any change of any kind in the legal status, ownership or management of Wisconsin Power and Light Company operations covered by this agreement; or by change geographical or otherwise, in the location or place of business of Wisconsin Power and Light Company.

Wisconsin Power and Light Company agrees to notify the union of any proposed sale, conveyance, assignment, transfer, consolidation or merger and to provide and continue to provide any and all information about the sale conveyance, assignment, transfer, consolidation and merger. Such notification shall be at the earliest possible time, consistent with sound business judgment.

If Wisconsin Power and Light Company fails to notify the union and to provide the relevant information, fails to make a good faith effort to secure an enforceable agreement of the successor to assume Wisconsin Power and Light Company obligation under this agreement, provided that such an effort is not inconsistent with applicable labor law, Wisconsin Power and Light Company will be liable to the union for any and all damages sustained by the union and the bargaining unit employees from such failure.



## **EQUAL EMPLOYMENT OPPORTUNITY**

It shall be the objective of the Company and Local Union 965, I.B.E.W., to provide equal opportunity in employment and promotion to all persons covered by the terms of this Agreement without regard to race, religion, color, sex, age, national origin, ancestry, handicap, disabled and Vietnam - era veteran status, marital status, sexual orientation or arrest record.

## **LABOR MANAGEMENT COUNCIL**

The Company and the Union agree that it is essential to sound labor management relations and to the economic progress of the Company and its employees to make constant improvements in the Company's operations in order to maintain efficiency and control costs. To accomplish this goal, it is essential that employees understand the basis for changes affecting their employment and working conditions.

It is also agreed that periodic discussions between the Union and the Management can promote good labor relations by preventing relaxation of standards with respect to training, consideration of employees for promotions, or the application of job specifications, and other working conditions not involving change.

For these purposes a Labor Management Council shall be established and shall meet at least three (3) times a year, in March, July and November, commencing in 1965. The Labor Management Council shall discuss changes that may be under consideration by the Company or occurring in the industry, and ways and means of getting information about them to employees. The Labor Management Council shall consider and discuss changes planned by the Management as they affect employees for the purpose of answering employees' questions or eliminating rumors and misunderstandings. It shall provide ways and means for communicating information as to how these changes have been put into effect. It shall also refer to the grievance procedure any cases that may come to its attention where individual employees may have been discriminated against or deprived of any rights under this contract.

The Labor Management Council shall consist of four (4) officers of the Company and four (4) members selected by the Local Union to represent the varied interest of employees in the collective bargaining units covered by this contract.

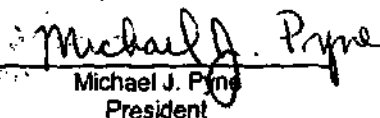
This Labor Management Council will be in addition to and will supplement and not supplant existing bargaining committees, grievance procedures and other methods of communication.

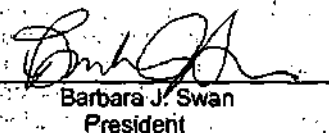
There is attached hereto and made a part hereof as fully as if incorporated herein Exhibit "A" covering the working conditions, classifications, wage rates, hours and other conditions of employment of all the employees of the Company covered in this Agreement.

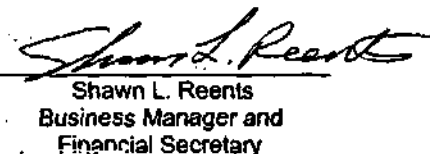
**WISCONSIN POWER AND LIGHT  
COMPANY**  
a subsidiary of ALLIANT ENERGY

**LOCAL UNION 965  
INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS**

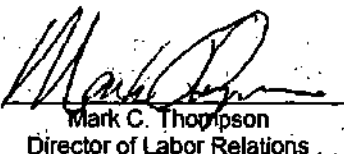
By:   
William D. Harvey  
Chief Operating Officer

By:   
Michael J. Pyne  
President

By:   
Barbara J. Swan  
President

By:   
Shawn L. Reents  
Business Manager and  
Financial Secretary

By:   
F. J. Buri  
Corporate Secretary

By:   
Mark C. Thompson  
Director of Labor Relations

**Company Negotiating Committee:**

Megan C. Dyer  
Patrick J. Kelly  
Jerry L. Lokenvitz

**Union Negotiating Committee:**

Robert J. Jung  
Holly K. Kaiser  
Gary L. McGrath

**EXHIBIT A**  
**CONTRACT BETWEEN**  
**WISCONSIN POWER AND LIGHT COMPANY**  
**AND**  
**LOCAL UNION 965, I.B.E.W.**  
**April 14, 2004**

**CONDITIONS OF EMPLOYMENT**  
**6/1/03 - 5/31/07**

**ARTICLE I. (A) MANAGEMENT**

- ( 1 ) The right to employ, promote, discipline, and discharge employees and the management of the properties is reserved by and shall be vested in the Company in accord with other provisions of this Agreement. The Management has the right to employ, in each of the different classifications covered by this Agreement and at whatever location it deems advisable, as many employees as it considers necessary for the satisfactory operation, maintenance, construction, clerical, or other work of the Company.
- ( 2 ) (a) It is agreed, however, that promotions and demotions shall be based upon ability, qualifications, and seniority. Where ability and qualifications of two (2) or more employees are substantially equal for that position, then seniority shall prevail.
- (b) Where an employee presently holds the classification in which the job vacancy occurs such employee shall be considered first for filling the posted vacancy before other candidates are considered. When two (2) or more employees in the same classification bid the position, seniority or time in classification, as appropriate, shall prevail.
- (c) Where an employee holds a Special Temporary classification and a vacancy occurs and no regular status employee(s) applies, the Special Temporary employee's application is forwarded to the hiring supervisor. If such employee meets the minimum qualifications of the posted position, he/she would be interviewed for the vacant position before the Company would consider outside applicants.
- ( 3 ) The employees, through the representatives of the Local Union, shall have the right to a hearing on any differences of opinion as to promotions or demotions, of discipline administered, or layoffs or discharge. Such hearings shall follow the procedure set forth in Method of Negotiations and Enforcement, and in case of failure to settle the difference, then before the arbitrator.

- (4) The selection of applicants for training as apprentices shall not be considered as "promotions" as referred to in (2) above. The Company reserves the right to select those they consider the most likely to succeed.
- (5) The Company and the Local Union shall bargain as to the wages, hours, and working conditions of new or revised classifications. Prior to agreement as to wages, the Company may fill the new or revised classification at the rate they propose with the rate of pay eventually agreed upon by the Company and the Local Union to be retroactive to the date of filling the new or revised classification.
- (6) If an employee's performance during the initial six (6) months' probationary period, in the opinion of the Company is unsatisfactory, the Company shall have the unrestricted right to discharge such an employee. A discharge during this initial probationary period shall not be subject to the provisions of paragraph (2) of this Article. Regular status employees shall have a trial period as outlined in Article XXVIII, Transfer, Promotions and Demotions, Paragraph (2).

#### **(B) SALARIED EMPLOYEES**

Salaried employees will not normally perform duties regularly done by hourly represented employees except under the following conditions:

- (1) Emergency situations where time and the protecting of life, property or equipment call for immediate action rather than waiting for an hourly employee to respond.
- (2) Training and instruction situations.
- (3) Diagnostic, testing or experimental work requiring total capabilities beyond those of the hourly employee.

#### **ARTICLE II. UNION MEMBERSHIP AND DUES**

- (1) It is agreed that all of the employees represented by the Local Union shall, as a condition of employment by the Company, become members of the Local Union within thirty (30) days after the signing and approval of this Agreement. All persons employed after the date of this Agreement in the bargaining units for which the Local Union was certified as the collective bargaining representative by the National Labor Relations Board in Cases 13R3223 and 13R3249 shall, as a condition of employment, become members of the Local Union after thirty (30) days of employment. All employees who become members of the Union shall as a condition of employment, maintain their membership in the Local Union in good standing for the duration of this Agreement. Payment or tender of payment of initiation fees and dues uniformly required as a condition of membership shall constitute membership in good standing.
- (2) The Company agrees that it will send written notification to the Local Union representative within a week of the hiring of a new employee

coming under this Agreement. The Local Union agrees that it will diligently endeavor to collect the initiation fees and dues regularly required as a condition of membership, and it further agrees that it will not ask for the discharge of an employee for failure to pay or tender payment of said initiation fee or dues until after the employee is more than thirty (30) days delinquent. After the Company has received written notice from the Union, it shall have thirty (30) days in which to persuade the delinquent employee to tender payment before it shall be required to discharge said delinquent employee. Such written notice from the Union, shall be sent to the Manager at District, Generating Station Manager, Area, or General Office Department Head under whose supervision the employee works, together with a copy to the Company's Manager of Labor Relations.

- ( 3 ) Cadets or similar employees paid on a monthly basis who are assigned to work temporarily with classes covered by this Agreement as a part of their scheduled training shall be exempt from the requirements of this Union membership Article or any Union permit requirements.
- ( 4 ) During the term of this Agreement the Company will deduct monthly Union membership dues authorized by the Local Union under the following conditions:
  - (a) Such dues are uniformly required from each Union member of the class to which an employee belongs.
  - (b) The Company has been presented with an individual order therefore constituting a written assignment voluntarily signed by the employee personally.
  - (c) Such order or assignment is terminable or revocable at the end of any year of its life or at the termination of this Agreement, whichever occurs sooner, upon the giving of written notice by the employee by registered mail, return receipt requested, to the Company and the Local Union at least ten (10) days before the end of such year or the termination of this Agreement, whichever occurs sooner.
- ( 5 ) Such deductions shall commence with the calendar month next following the month in which the Company receives such written assignment for such deductions from the employee.
- ( 6 ) Deductions shall be made from earnings during the first and second pay period of each calendar month except for those employees who have no earnings during the first pay period for whom the deductions shall be from earnings for the second pay period and shall be remitted to the Local Union on or before the end of the month in which the deductions were made.
- ( 7 ) No deductions will be made from the earnings of any employee for any month for which no wages are received from the Company for the entire

month or works for the entire month on work outside of the collective bargaining units.

- ( 8 ) The Union agrees to maintain accurate records with respect to all of such written assignments and all revocations thereof and to furnish the Company with accurate information as to the amounts of dues to be checked off pursuant thereto, and the Local Union agrees to save the Company harmless and to indemnify the Company for any financial loss caused to the Company arising out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this section or in reliance on any list, notice or assignment furnished under any of such provisions.

- ( 9 ) Assignments given pursuant hereto shall be in the following form:

**AUTHORIZATION FOR CHECK OFF  
OF UNION DUES TO THE  
WISCONSIN POWER AND LIGHT COMPANY**

I hereby authorize and direct Wisconsin Power and Light Company to deduct from my pay, an amount equal to the dues and initiation fees in the amounts fixed in accordance with By-Laws of Local Union #965 and the Constitution of the International Brotherhood of Electrical Workers and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the employer and the Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked by written notice to you and the Union ten (10) days prior to the anniversary of this authorization. The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

---

Name (Printed)

---

Signature

---

Date

---

Department #

### ARTICLE III. SENIORITY

- ( 1 ) Seniority shall apply in accordance with the following rules on a group-wide basis, and a single seniority list shall prevail for each seniority group, subject to special rules hereafter stated for transfers, merger of seniority groups, etc.
- ( 2 ) Complete seniority lists will be provided to the Union and will be made available to regular employees for their inspection. Such lists will be revised as of December 31 of each year.
- ( 3 ) Seniority groups for all employees covered by this Agreement and referred to in this Agreement are (1) Baraboo, (2) Beaver Dam, (3) Beloit, (4) Dane County, (5) Fond du Lac, (6) Janesville, (7) Elkhorn, (8) Monroe, (9) Portage, (10) Ripon, (11) Tomah, (12) Sheboygan, (13) Berlin and (14) Mineral Point Districts; (15) Blackhawk-Rock River, (16) Edgewater, (17) Nelson Dewey, (18) Columbia, (19) Kilbourn and (20) Prairie du Sac Generating Stations; and (21) Northern Area, (22) Southern Area, (23) General Office, (24) Janesville Customer Service Center and (25) Poynette Central Maintenance Facility.
- ( 4 ) The employee's seniority in any seniority group is the accumulated time employed in that seniority group, plus any accumulated seniority to which the employee is entitled under other provisions of this Article, but not under seniority provisions existing previous to the ratification of this Article.
- ( 5 ) A new employee does not have any seniority standing during the initial six (6) months' probationary period. On completion of this probationary period, the employee has seniority standing computed as of the date the employee began continuous Company employment.
- ( 6 ) A temporary employee does not accumulate seniority during any period of temporary employment. Whenever a "special temporary" employee is changed to regular employee status without any break in employment, such employee's seniority will start with the first day of continuous employment as a "special temporary" employee.
- ( 7 )
  - (a) An employee who transfers to another seniority group when his/her job has not been eliminated, shall have accumulated seniority within the seniority group from which he/she transferred up to the date of transfer and accumulates seniority in the new seniority group from the date of transfer, plus any seniority that may have previously accumulated in that seniority group.
  - (b) An employee who has transferred from a seniority group [as referred to in Article III., paragraph (3)] which subsequent to the transfer is eliminated, shall carry the accumulated seniority from the eliminated seniority group to the current seniority group.

- (8) An employee who transfers from one seniority group to another because the job was eliminated or the employee was "bumped" due to organizational or operational changes, shall have the right at the time of transfer, to choose between either (1) taking all accumulated seniority in the seniority group from which the employee was transferred into the new seniority group or (2) leaving the accumulated seniority in the group from which the employee was transferred. An employee taking option number 2 may bid on job postings within that seniority group on the basis of that seniority.
- (9) An employee subject to a transfer to another seniority group, due to organizational or operational changes, may exercise the provisions of "bumping" as defined in Article IV, or may exercise the provisions set forth in (1) and (2) of paragraph (8).
- (10) (a) Any employee who has been or may be transferred from a position covered by this Agreement to a position outside the bargaining unit accumulates seniority in the seniority group from which he/she was transferred for a period of ninety (90) days from the date of the transfer. During the ninety (90) day trial period in such a position the employee has the right to return to the former position if that employee so desires. If an employee's trial period is extended beyond the original ninety (90) days as described in paragraph (2) of Article XXXV, he/she continues to accumulate seniority for the entire trial period and has the right to return to the former position if the employee so desires during such an extended trial period. The employee does not accumulate further seniority while filling a position not covered by this Agreement.
- (b) An employee in a position outside the bargaining unit with accumulated bargaining unit seniority cannot use that seniority to displace an active bargaining unit employee nor may he/she use that accumulated seniority in a job bidding situation to a position covered by this Agreement. When an employee in a position outside the bargaining unit secures a position which returns them to the bargaining unit, upon completion of their probationary period, the employee's seniority shall be computed and commence as of the start date into the bargaining position permanently. Also, if an employee outside the bargaining unit bids and secures a Journeyman position, which is listed in Article VI, paragraph (1) (a), their accredited time shall be computed and commence from the time they returned to the bargaining position.
- (11) In the case of a merger of established seniority groups, either in total or in part, the existing seniority status of employees involved shall be combined to establish the seniority list for the enlarged seniority group.
- (12) Employees of another company who become employees of this Company in connection with the acquisition of a property by this Company shall



have seniority rights from the beginning date of their continuous employment in the acquired area with the former company. Such seniority right shall be in the seniority group into which such acquired property is merged or in a new seniority group, if any, created on an operational basis by the Company out of such purchased property.

- (13) When the seniority of two or more employees is equal in a seniority group, the length of service with the Company shall govern. When the seniority of such employees cannot be determined on length of service with the Company, as above provided, then the determination of seniority rank shall be made by lot by the employees involved in the presence of a Company and a Union representative.
- (14) The legal requirements governing the reemployment of veterans returning from Military Service shall supersede and outrank any seniority provisions of this Contract. Other employees affected by returning veterans shall exercise the provisions of Article IV.

#### **ARTICLE IV. REDUCING FORCES**

- ( 1) The Company shall have the right to determine how many it will employ or retain in each of the different classifications covered by this Agreement. When the Company determines that a job is to be eliminated, the Company will post a notice of such job(s) affected on the bulletin board in that seniority group and each employee affected is to be given at least six (6) months' advance notice of such a change in writing, with a copy to the Chief Steward. Where the number employed in a classification within a seniority group [as defined above in Article III (3)] is to be reduced because of lack or curtailment of work, changes in Company's operation, or similar reason not due to individual employees, the employees in that classification, with the lowest seniority standing shall be the first to be laid off. When the classification to be reduced is utilized in more than one department within a seniority group, the least senior employee in the department at the location where the curtailment of work has occurred, will be the first to be laid off. Regular employees, who are laid off because of a reduction in the number employed in a classification and who have sufficient qualifications to fill some other equivalent or lower paid classifications, may replace other employees employed in such equivalent or lower paid classification within any seniority group where the employee laid off has a seniority standing, providing their seniority standing is higher than the employees they replace. The determination regarding the employee's seniority standing is made on the date the employee designates in writing the intentions to bump another position. Maximum rates of pay shall be the basis for determining whether a given classification is an equivalent or lower paid classification as referred to in this Article. This right of "bumping" is limited only to those employees who are being laid off because of lack of work, changes in operating practices, returning veterans, or similar reasons having no relation to the individual employees.

- ( 2 ) Employees receiving the notification referred to above [six (6) months minimum] will have sixty (60) calendar days from the date they are notified in which to notify Management of their desire to exercise their bumping rights by designating the classification and/or employee to be bumped. Each employee notified of a bump in a sequence of bumps will have twenty (20) calendar days in which to designate a desire to exercise bumping rights by notifying Management of the classification and/or employee to be bumped. All bump designations will be completed within the original notification period except as noted below. Each bump will be completed no later than the effective date of the work force reduction except as noted below. A bumped employee who does not have any bumping rights shall have the balance of the original notification period to exercise the provisions of Article VI (Posting for Filling Vacancies and New Positions). If an employee is notified of a bump with less than twenty (20) calendar days left of the original notification period, the employee will have twenty (20) calendar days in which to either; (1) exercise their bumping rights, if any, or (2) exercise the provisions of Article VI (Posting for Filling Vacancies and New Positions).
- ( 3 ) When a position is abolished at a location and is established at another location in the same seniority group, the employee whose position is abolished shall have "bumping" rights as described in this Article, provided the employee does not elect to accept the same position at the new location.
- ( 4 ) (a) If a Reduction in Forces or bump occurs in a classification that includes both Journeymen and Apprentices, the least senior employee in the lowest level of the apprenticeship would be the affected person. The first year of an apprenticeship would be the lowest level in making this determination. An Apprentice's current rate of pay shall be the basis for determining whether a given classification is an equivalent or lower paid classification as referred to in this Article.
- (b) A Journeyman whose job is eliminated or bumped may use his/her local seniority as a Journeyman in that position to bid that position at his/her former location.
- ( 5 ) (a) Employees whose jobs are eliminated because of a net reduction in staff, and who have received the notification as described in paragraph (1) above, or employees who are bumped as a result of an organizational change resulting in a net reduction in staff, shall be eligible to elect transition pay benefits. Transition pay will be the employee's current hourly rate for a period of sixty (60) calendar days which coincides with the date in which an employee must notify Management of their desire to exercise their bumping rights as described in paragraph (2). Employees electing to leave the Company will be given the option to work the balance of the original six month notification period minus the sixty (60) calendar days of

transition pay. Employees electing to work during this period may continue to bid positions up to the point transition pay begins.

For employees electing to leave the Company but work the original six month notification period minus the sixty (60) calendar days of transition, medical benefits will continue for the balance of this original six (6) month notification period. Employees electing to leave without working this period may elect to purchase COBRA coverage at the end of the transition pay period.

- (b) Employees with at least five (5) years of service shall be eligible for an additional payment of 1.25 weeks of separation pay at their regular wage rate for each full year of service. If an employee has less than a full year of service it will be prorated for that year. Under no circumstances will the minimum payment be less than 6.25 weeks, nor will it exceed 37.5 weeks, which is equal to 1.25 weeks x 30 years of service. For part-time employees greater than 50%, the payment amounts will be prorated based on accumulated seniority divided by 365 days. Years of service will be determined by an employee's accumulated seniority with the Company. For those employees eligible for separation pay, a lump sum payment will be generated by the Company and will be included in the employee's gross income. Such payment will not be included in the pension plan calculation.
- (c) Employees electing this option shall not be eligible for any of the provisions under Article IV. Reducing Forces or Article V. Recall To Work, with the exception of those employees who are eligible for temporary supplemental retirement income as described in paragraph (6). An employee given a reduction in forces notice shall have the right to elect not to receive this benefit and exercise their seniority rights under Article IV. Reducing Forces and Article V. Recall to Work. Employees terminated for just cause will not be eligible for such benefits.

- ( 6) Employees whose jobs are eliminated and have received the notification described in paragraph (1) above or employees who are bumped as the result of an organizational change and who are age 55 years or older, shall be eligible to receive temporary supplemental retirement income payments described in Retirement Plan B, Article VI - Retirement Income At Early Retirement Date, 6.4 Supplemental Retirement Income.

In the event the retiree dies prior to attaining age 62, a surviving spouse will continue to receive the supplemental payments until the retiree would have been age 62. The supplemental payments will be discontinued immediately if the surviving spouse remarries or dies. Employees can elect to delay commencement of their Early Retirement Income and be in receipt of the Temporary Supplemental Retirement Income. An employee

must notify the Company when to start the Retirement Income. The age factor at this commencement date will apply.

#### **ARTICLE V. RECALL TO WORK**

When recalling employees to work, those of a seniority group who have been laid off within the past one (1) year, who were most recently laid off on account of previous curtailment or change of work shall be the first in that group to be reemployed, providing they are qualified to return to work, have sufficient ability, and are available. When such employees are reemployed within one (1) year, their seniority time and rights shall be restored as of the day they were laid off. All time out of service due to layoffs shall be deducted in the computation made in years of service. Upon failure to return to work within ten (10) working days after due notice by the Company, full seniority time and rights shall be forfeited. Personal or telephone notice to the employee or a registered letter to the employee's last known address shall be considered due notice.

#### **ARTICLE VI. POSTING FOR FILLING VACANCIES AND NEW POSITIONS**

( 1 ) The position of Local Representative, positions #J01145 and #J01146, shall be posted on a Company-wide basis for ten (10) calendar days.

(a) The positions of Line Technician, Single Phase Meter Tester, Electric Meter Technician, Electrician, Garage Mechanic, Garage Mechanic (Evening), Engineering Technician and Gas Technician shall be posted Company-wide for ten (10) calendar days. As between employees bidding the job and qualified as Journeymen in these respective classifications (or related classifications), length of service in the appropriate classification, shall be the deciding factor in awarding the open position. In the event two or more Journeymen have the same length of service in the appropriate classification, then the starting date with the Company will govern in awarding the open position. In the event the starting date with the Company is the same, then the determination shall be made by lot. This is the only exception to the normal seniority application in the selection process.

(b) The position of Lead Line Technician will be posted company wide. Preference will be given to any qualified company applicant.

(c) All other positions, except as identified in paragraph (1) (a) above, are to be posted simultaneously for ten (10) calendar days on a local and Company-wide basis, with first preference to be given to any qualified local applicants. If no qualified local applicants are available, consideration will be given to qualified applicants on a Company-wide basis.

( 2 ) (a) All employees (except apprentices) having less than one (1) year of service with the Company are ineligible to bid a position which would be a lateral or demotion. Such employees, however, will be eligible to bid from one starting or entry level position to another within

his/her seniority group. He/She is also eligible to bid from part-time to full-time or full-time to part-time in the same job classification and within the same seniority group.

(b) An employee is limited to one lateral and one demotional job move per twelve (12) month period. The twelve (12) month period commences with the expiration date of the job posting. This limitation does not apply to employees returned to their position by the company during the trial period, or as a result of a reduction in forces.

- ( 3 ) When a position is posted and filled and the selected applicant decides to return to his/her former position within the trial period, the Company shall have the option as to reposting the vacancy or of filling the position from the original list of candidates within ninety (90) days of the date the selected applicant starts the new position. A note to this effect shall be made on the job posting.
- ( 4 ) When a position is posted and not filled in ninety (90) days, it shall be reposted before being filled. In all cases the Chief Steward where the vacancy exists and all applicants are to be notified by the Company within ten (10) days after the posted position is filled.
- ( 5 ) When applications for apprentice positions are to be considered, a note to this effect will be made on the Company-wide posting for the Journeyman position.
- ( 6 ) If no qualified employee applies under the preceding sections of this Article, the position may then be filled under the other provisions of this Agreement.
- ( 7 ) When an employee who is no longer able to do his/her regular work because of physical disability is assigned to a vacancy or a new position, of equal or lower rate, no vacancy posting is required for that position.
- ( 8 ) When a position is abolished at a location and is established at another location in the same seniority group, the employee whose position is abolished may fill the position at the new location without following the usual job posting procedures. If the employee does not elect to take the position at the new location, then the position at the new location is to be posted as provided in this Article.
- ( 9 ) Employees with the same classification having different position numbers due to shift assignments and other non-rotating shift positions may realign within their classification by shift based on seniority prior to the posting of vacant positions.
- (10) A bargaining unit employee will be released to his/her new position within six (6) weeks of accepting the new position. If the employee is unable to

be released the Manager of Labor Relations will contact the Union Business Manager or Assistant Business Manager.

#### **ARTICLE VII. UNION BUSINESS**

(1) Employees of the Company, who may be called upon to transact business for the Local Union which requires their absence from duty with the Company, shall, upon twenty-four (24) hours or more notice to their immediate supervisor and with permission from the Manager, Department Head, or Area Superintendent, be allowed to absent themselves without pay for sufficient time to transact such business.

(2) It is further agreed that any employee of the Company who may be elected or appointed to the office of Business Manager and Financial Secretary, or office of Assistant Business Manager, in the Local Union that will require the employee to absent himself or herself from duty to the Company, shall, at the expiration of term of office, be reinstated to the individual's former position including all of the individual's seniority rights, including seniority accumulated during the leave of absence, providing that the individual is then physically qualified to return to work. It is understood that in case of return of such an individual, other employees will consent to such demotions as are necessary to make room for the returning employee. In the event the Business Manager or Assistant Business Manager should be physically unable to perform the work in their prior classification, they will be returned to that classification and be eligible for Article XXVII, "Partially Disabled Employees" or total permanent disability from that classification.

#### **ARTICLE VIII. LEAVE OF ABSENCE**

A maximum of sixty (60) days' leave of absence may be granted to any employee, for reasons other than illness and recuperation therefrom with the written approval of the Manager at District, Generating Station Manager, Area, or General Office Department Head provided that the employee can be spared from duty. Such leave of absence may be extended with the written approval of the President of the Company and while on such leave of absence, the employee shall not be deemed to have forfeited seniority rights. In case of absence of over sixty (60) days, an employee shall be permitted to return to work only if physically qualified to do so. If the employee remains away for more than the written leave, or if the employee accepts employment elsewhere while on such leave of absence, without written permission of the Company, employment with the Company shall be deemed to have terminated.

#### **ARTICLE IX. RETURN TO WORK AFTER INJURY**

Any employee of the Company covered by this Agreement who is injured while on duty shall be entitled, upon recovery, to the employee's former position with full seniority rights, provided he/she is physically qualified to return to work, and provided the injury was not due to carelessness on the employee's part. It is agreed that before an employee who was injured while on duty can be refused reemployment because the injury was caused by carelessness, the employee(s) must be granted a hearing with the right to have representatives of the

Brotherhood present and that the extent of carelessness and the employee's past safety record shall be carefully considered before the final decision is reached. It is understood that when such an employee is returned to work, other employees will consent to such demotions as are necessary to return the employee to his/her former position.

#### **ARTICLE X. CHARGES AGAINST EMPLOYEES**

- ( 1 ) (a) Individual conversations between supervisors and employees are discussions and will not be considered a verbal warning, however, they could be referenced in subsequent discipline. For example: if a supervisor has discussed tardiness on several occasions with an employee and the problem continues, references to these discussions can be made in a verbal or written letter of discipline. Supervisors are encouraged to discuss their concerns with employees prior to taking disciplinary action such as a verbal or written warning as part of the Company's progressive discipline process.
- (b) Verbal warnings shall include the employee and a Union representative as part of the discussion. The supervisor should clearly state that the meeting is part of a verbal warning. These verbal warnings may be referenced in future disciplinary proceedings.
- ( 2 ) Charges against an employee shall be specific and called to the employee's attention in writing within thirty (30) calendar days from the date the offense was known to have occurred or it will be deemed there was no violation. If the employee against whom charges have been brought wishes to deny such charges, the employee shall have ten (10) regular working days (Saturdays, Sundays, and holidays not included) after the charges have been brought to his/her attention in which to notify the Management that the employee wants a hearing on the question and specify how much time is needed to prepare a defense.
- ( 3 ) If the Manager at District, Generating Station Manager, Area or General Office Department Head and the Chief Steward fail to agree on the handling of the charges or the punishment of the offense, then the matter shall go immediately to Step (3) of the grievance procedure as outlined in the Method of Negotiation and Enforcement, and in case of failure to settle the difference, then before the arbitrator.
- ( 4 ) If, after witnesses have been heard, the charges are not sustained, then the employee's record shall be cleared of such charges, and the employee shall be reimbursed for any loss of wages that have resulted from the incident. It is understood that an employee who is returned to his/her position as a part of a grievance resolution will replace the least senior employee in that classification. No discipline, by suspension, shall be administered to any member of the Local Union which shall permanently impair seniority rights.

## **ARTICLE XI. CHARGES AGAINST THE COMPANY**

The Local Union shall notify the Company in writing of any violation of the Agreement by the Company within thirty (30) calendar days from the date the offense was known to have occurred or it will be deemed that no violation has occurred. If the charges are found to be correct, the Company shall be required to make adjustments for the entire period of such violation. Failure to resolve the charges shall immediately subject the issue to the provisions set forth in Method of Negotiation and Enforcement, and in case of failure to settle the difference, then before the arbitrator.

## **ARTICLE XII. ATTENDANCE AT HEARINGS, JURY DUTY AND ANNUAL MILITARY TRAINING**

- ( 1 ) When employees are required by the Company to attend court inquests, hearings, or similar meetings, they shall receive their regular daily wage for each such day, and shall be reimbursed for their traveling expenses while away from their homes while attending such hearings.
- ( 2 ) When an employee is chosen to fulfill a lawful obligation to serve on a jury or is under summons or subpoena to appear as a witness in a legal action where the employee is not a party, has no direct or indirect financial interest in the outcome of the action and the occasion for the employee being a witness does not arise out of a compensated activity in which the employee engaged in on a regular basis, (other than employment with the Company), the Company will pay the employee the difference between the amount of compensation received for such service and the employee's regular pay for each day of such service. If an employee reports for such duty and is excused by the court, the employee is expected to report back to work as soon as possible. The employee is paid at his/her regular rate for the hours worked, in addition to the compensation as a part of jury duty or summons or subpoena (not including mileage). In no case will the employee receive less than his/her regular day's pay.
- ( 3 ) An employee who has completed six months of service with the Company will be paid the difference between his/her armed service pay and Company wage for a period of two (2) weeks per year while on a required armed service training period. In the event military orders would require service beyond that time, the employee may request an extension of military leave for a period of up to five (5) additional workdays provided such is supported by the military orders. Those employees who do not qualify under these terms will have the option of taking all or part of their vacation during the training period or taking the entire period without pay.

## **ARTICLE XIII. PAY DAY**

Pay days shall be every other Friday (biweekly). When pay day falls on a holiday, pay day shall be the last working day before that holiday.

## **ARTICLE XIV. MEALS**

- ( 1 ) When it becomes necessary for employees who are covered by this



Agreement to work overtime, they shall receive meal allowances per the following guidelines:

- (a) When it becomes necessary for employees to continue work one and one-half (1-1/2) hours after their regular quitting time, a meal allowance of \$15.00 shall be paid.
- (b) An employee works one and one-half (1-1/2) consecutive hours of overtime immediately preceding the basic scheduled workday, a meal allowance of \$9.00 shall be paid.
- (c) When it becomes necessary for employees to work unscheduled overtime, they shall receive meal allowances per the following:
  - 1. For overtime work that occurs any time during 5:30 A.M. to 7:00 A.M., a meal allowance of \$9.00 shall be paid.
  - 2. For overtime that occurs any time during 11:30 A.M. to 1:30 P.M., a meal allowance of \$9.00 shall be paid.
  - 3. For overtime work that occurs any time during 6:00 P.M. to 7:30 P.M., a meal allowance of \$15.00 shall be paid.
  - 4. Employees that work the night shift will receive a meal allowance of \$9.00 if required to work overtime during their normally scheduled lunch period.
- (d) If an employee is required to work six (6) consecutive hours of overtime, they shall receive a meal allowance of \$15.00 and then receive an additional meal allowance of \$15.00 for each additional six (6) consecutive hours of overtime work until released from work.
- (e) Once qualified to receive meal allowances covered in (d), employees shall continue to receive meal allowances covered in (d) until released from work and will not receive any additional allowances listed in (a), (b) or (c).
- (f) An employee who works nine and a half (9-1/2) consecutive hours on a scheduled overtime workday shall be paid a meal allowance of \$15.00.
- (g) Any time following a release from work (including time out for meals) for which no wage payment is made that results in an interruption of one (1) hour or less between overtime assignments or between an overtime assignment and the basic scheduled workday, will not serve as a break in continuity and so far as the application of these overtime meal allowance rules are concerned. Employees will not be paid for the time required for meals except where it is imperative that they remain at work or must immediately return to resume work.

- (2) When employees covered by this Agreement are kept away from headquarters overnight, the Company will pay for their meals and lodging. Employees may elect to be reimbursed for the reasonable costs of their meals associated with such overnight stay or be paid meal allowances as follows:

Breakfast	\$ 9.00
Lunch	\$ 9.00
Dinner	\$15.00

- (3) Wisconsin Power and Light Company will establish procedures for payment of a "storm duty expense" allowance of twenty-eight dollars (\$28.00) per day for each full day that an employee is required to assist another utility during the period of storm emergency restoration.
- (4) Employees covered by this Agreement who are returned to headquarters at the end of the workday or have elected to job-site report, are to carry their lunch or be responsible for securing their own lunch at their own expense during the scheduled lunch period. Whenever the employee is required by the company to work during their regularly scheduled noon lunch period, the employee will receive a noon meal allowance of \$9.00 and the appropriate overtime equal to the time worked during the lunch period. Overtime and a noon meal allowance will not be paid in the event an employee elects to finish work during that scheduled lunch break.
- (a) Employees who carry their lunch and eat at the job site shall take a one-half (1/2) hour unpaid lunch break.
- (b) Employees shall take a one (1) hour unpaid lunch break if they leave the job site. Employees may use the Company vehicle to secure lunch but travel time is on the employee's own time.
- (5) Employees when working beyond twenty-five (25) miles of headquarters, when lodged, will be allowed to travel year round on Company time to the nearest location in order to secure a Company paid noon meal. Employees who carry their lunch and eat at the job site will be paid a noon meal allowance of \$9.00. Under either option the time to eat the meal is unpaid.
- (6) A vote will be taken for crew situations and the majority will determine what option is used. Management may approve more than one option if crews can figure out ways to use them without a loss in productive work time.

#### ARTICLE XV. TRAVEL

- (1) Employees have two options as it relates to travel between headquarters and the job site. If the headquarters is less than twenty-five (25) miles, the employee may, with management approval, job-site report or choose to travel between the job site and headquarters on company time. If headquarters is twenty-five (25) miles or greater, the employee may job-

site report or choose to receive lodging and meals at company expense. Employees, when lodged, will be allowed single rooms if available within a reasonable traveling distance.

- ( 2 ) Employees electing to job site-report with management approval will receive job-site reporting allowances as follows:

Range	Road Miles (Headquarters- Job Site)	Job-Site Reporting w/Personal Vehicle	Job-Site Reporting w/ Company Vehicle	Job-Site Reporting From Motel
1	0 to less than 10 Miles	\$ 8.00	\$ 8.00	\$ 8.00
2	10 Miles to less than 25 Miles	* \$12.00 + % Performance True Up	\$12.00	\$12.00
3	25 Miles to less than 45 Miles	\$25.00 + NMA	\$12.50	\$12.50
4	45+ Miles	\$36.00 + NMA	\$18.00	\$18.00

\*Range 2 Performance  
Individual Performance

Actual Individual Percentage Determines Payout:

% of Individual Participation	True Up	Total / Occurrence
72 - 100%	\$12.00	(\$24.00)
68 - 71%	\$ 8.00	(\$20.00)
62 - 67%	\$ 6.00	(\$18.00)
Below 62%	No True Up..	

- ( 3 ) A job-site reporting allowance may be elected by the employee instead of board and lodging which is furnished when the work location is more than twenty-five (25) miles from the employee's headquarters location. If the employee elects this job-site reporting allowance, he/she is not eligible for the evening meal and breakfast the following morning nor will the Company be liable for overnight room accommodations. The employee normally must state his/her election for a given week by the preceding Friday noon, however, such an election may be changed during the scheduled work week if there is no interference with work schedules, lodging arrangements, etc. Travel will be on the employee's own time and he/she is to furnish his/her own transportation. For reasons of safety and work performance this election is normally not to be granted if an employee must travel more than two (2) hours each way per day. Enough qualified employees must always be available to drive equipment to headquarters or to another job site. Apprentices who are attending classes at the training center are not eligible for this travel allowance. Apprentices on district training assignments are eligible for the allowance in emergency travel situations as approved by Management.

- ( 4 ) Employees may elect to job-site report in excess of twenty-five (25) miles of the employee's headquarters at the beginning and at the end of their normal work week. A job-site reporting allowance as listed in the job-site reporting allowance chart in Article XV, paragraph (2) will be paid to employees when exercising this option. The job-site reporting allowance will be based on the distance between the headquarters and the job site.

Employees may, with Management approval, use a company vehicle to job-site report. The job-site report allowance will be paid as listed in the job-site reporting allowance chart in Article XV, paragraph (2).

#### **ARTICLE XVI. SAFETY**

- ( 1 ) The Company recognizes that safe working conditions are of prime importance and it shall take every reasonable precaution to protect the safety and welfare of the employees at their work. The Company shall furnish, as now provided, all necessary and approved safety equipment to employees as required by the Company safety rules and it is the rule of both parties to this Agreement that the necessary safety equipment be used by all employees.

- ( 2 ) For the mutual benefit of the employees and the Company, the Union and the Company agree to cooperate in the promotion of safety among the employees and will lend active support and encouragement to see that employees comply with all applicable safety requirements.

#### **ARTICLE XVII. CALL-BACK MINIMUM**

- ( 1 ) A minimum of two (2) hours' pay at the appropriate overtime rates shall be allowed to all employees who are called back to work after having been released from their regular daily work.
- ( 2 ) The minimum call-back shall not apply to calls to work which occur within a one (1) hour period preceding the employee's regular starting time. It is to apply only to work AFTER the employee has been released at the end of the day or when called out on that employee's day off. When called for emergency work while off for noon, the time required is to be paid for at one and one-half (1-1/2) times the regular rate for a minimum of not less than one-half (1/2) hour but in no case more than the regular noon hour.

#### **ARTICLE XVIII. FOREMEN**

- ( 1 ) A Foreman in charge of a line crew of five (5) or more employees working on energized wires or equipment shall not be required to do work with tools.
- ( 2 ) A Foreman in charge of a line crew of four (4) or less employees shall do work except where such work by the Foreman would interfere with proper supervision of the job and the safety of the employee in his/her charge.

#### **ARTICLE XIX. ENERGIZED LINES**

When working on energized lines in excess of 480 volts, it shall be the policy to

have a Journeyman or a Third Year or Fourth Year Apprentice assisting each Journeyman working on such lines.

#### **ARTICLE XX. VACATIONS**

- ( 1 ) The Manager at District, Generating Station Manager, and Area or General Office Department Head is responsible for properly scheduling the annual vacations of employees reporting to the Department Head or Manager in accordance with the following provision:
- ( 2 ) Prior to April 1 of each calendar year, employees entitled to vacations will be consulted and from such consultation a working schedule for vacation periods shall be established. Employees will be eligible to schedule, in rotating sequence, the first (1st) and second (2nd) weeks of their vacation and then the balance of the third (3rd), fourth (4th) and fifth (5th) weeks. The Company in determining the vacation schedule will respect the wishes of employees as to the time of taking their vacation insofar as the needs of service will permit. If the vacation schedule for an employee's working group within the seniority group should conflict, seniority shall prevail. At no time, due to position, will seniority have to be sacrificed in preparing vacation schedules.
- ( 3 ) Regular full-time employees shall be eligible for a vacation with pay in accordance with the following provisions: Vacations will be earned during one (1) calendar year and taken the following calendar year. The year of employment shall be defined as the first calendar year, and each succeeding calendar year is counted for those with continuous employment.
- ( 4 ) Following is a schedule of vacation the employee earns for completing the listed calendar year, and the vacation the employee is entitled to take during the listed calendar year:

<u>Calendar Year</u>	<u>Vacation Earned For Completed Calendar Year</u>	<u>Vacation Entitled To Take During Calendar Year</u>
1st	2 Weeks	0 Weeks
2nd	2 Weeks	2 Weeks*
3rd thru 5th	2 Weeks	2 Weeks
6th	3 Weeks	2 Weeks
7th thru 13th	3 Weeks	3 Weeks
14th	4 Weeks	3 Weeks
15th thru 22nd	4 Weeks	4 Weeks
23rd	5 Weeks	4 Weeks
24th thru 28th	5 Weeks	5 Weeks
29th	6 Weeks	5 Weeks
30th and Over	6 Weeks	6 Weeks

\* But not earlier than 10 full months after employment.

- ( 5 ) Employees eligible to take vacation in excess of five (5) weeks must schedule and take that excess vacation time during the months of January, February, March and April. When an employee is to be retired, he/she may schedule vacation in excess of five (5) weeks in accordance with Article XX, paragraph (15) (b) of the contract.
- ( 6 ) Regular part-time employees who work 50% or more of full-time but less than full-time, will be eligible for prorata vacation based on the percent of full-time hours (2088 hours) worked. Such prorata vacation shall be to the nearest tenth of an hour. The previous calendar year (or fraction thereof for new employees) is to be used to determine the number of vacation days for which such employees are entitled.
- ( 7 ) Temporary employees and regular employees who work less than 50% of full-time are not eligible for vacation.
- ( 8 ) The normal vacation referred to above shall be reduced by eight (8) hours for each accumulated thirty (30) days of the following types of absences:
- (a) All time spent on leave of absence for reasons other than military service.
  - (b) All time absent on employee's own account for reasons other than military service and Union business.
- ( 9 ) Regular pay for regular employees employed on an hourly basis shall be forty (40) hours at the regular hourly rate for each full week of vacation and eight (8) hours at the regular hourly rate shall be the full pay for each additional workday of vacation to which they are entitled.
- (10) All vacations shall be taken on consecutive days unless the Company and the employee agree on a different division of the vacation time. The supervisor may authorize vacation time in one-half (1/2) day increments provided the employee provides advance notice and there is adequate staff to cover the work of the department. It is recognized there are some situations such as crews and shift work, for example, where vacations of less than one (1) day are very difficult to allow. Management shall have the right to require employees entitled to more than two (2) weeks of vacation to take the additional vacation at a different time if taking the additional vacation interferes with the operations of the Company.
- (11) Employees shall be paid for any vacation still due for services up to the preceding January 1, provided they have completed ten (10) full months of employment and give the Company at least two (2) weeks notice in advance of a resignation or is discharged. (This two (2) weeks advance notice is working time and exclusive of vacation time.) Employees in or after the eleventh (11th) calendar year, who fail to give at least two (2) weeks advance notice are still eligible for vacation up to the preceding January 1.

- (12) Vacation due will be prorated from the preceding January 1 to the date of leaving for the following employees:
- (a) Employee who resigns in or after the eleventh (11th) calendar year and who gives the Company at least two (2) weeks' notice in advance of his/her resignation. [This two (2) weeks' advance notice is working time and is exclusive of vacation time.]
  - (b) Employee who is discharged in or after the eleventh (11th) calendar year.
  - (c) Employee who is laid off for lack of work or for reasons beyond his/her control.
- (13) In determining the amount of pay to which an employee is entitled in lieu of vacation upon termination of employment as outlined in paragraph (12) above, employment for fifteen (15) calendar days in the same month shall count as a full month, but employment for less than that shall not count at all.
- (14) When a holiday, as listed in Article XXXII, paragraph (1), occurs during an employee's scheduled vacation, that employee shall be entitled, at his/her option, to an extra day's vacation or pay in lieu thereof, provided the employee gives notice of his/her option at the time the vacation is scheduled.
- (15) When an employee is to be retired, he/she may at his/her option either:
- (a) At any time within the six (6) months before the retirement date take all remaining vacation.
  - (b) At any time within the six (6) months before the retirement date take all vacation earned in the previous year prior to that retirement date and for that portion of the vacation earned since the preceding January 1st, receive pay in lieu of vacation.
- (16) (a) If an employee is disabled for regular work and is on the Workers' Compensation payroll and has not been able to take vacation due for that year, that employee shall be paid the regular wage for vacation time and also the compensation payment for that length of time.
- (b) If an employee is hospitalized, during their vacation period, the number of days verified as hospital confinement may be rescheduled as vacation, provided the vacation time can be rescheduled in the same calendar year.
- (17) Employees called back to work from vacation shall be paid one and one-half (1-1/2) times their regular rate for all work performed, or two (2) times

their regular rate for all work performed on Sundays and holidays. Eight (8) hours vacation shall be restored for each vacation day or part thereof that is worked. For this determination, a vacation day is a twenty-four (24) hour period from 12:01 A.M. to 12:00 midnight on any day that would otherwise be a regularly scheduled workday for the employee.

- (18) Employees may carry over one (1) week of vacation (40 hours) to the next year. This vacation carryover must be taken in a one (1) week increment in January or February. It cannot adversely affect another employee's vacation or create an overtime situation. An employee's decision to carryover vacation must be made by December 15. Management has final approval of the carryover and vacation scheduling.

- (19) Vacation time shall not accumulate from one year to another.

#### **ARTICLE XXI. SICK LEAVE**

A sick leave will be granted all regular employees, the details of which are outlined in Sick Leave Plan B dated April 14, 2004.

#### **ARTICLE XXII. WEATHER**

The Company will not require employees covered by this Agreement to work out of doors during heavy and severe storms unless such work is necessary in order to protect life and property or to maintain service to the public. When in doubt as to whether working out of doors is unreasonable, an attempt to work by actual trial shall be made. When weather conditions make working outdoors unreasonable, the employees agree to do such other work as is available indoors or to study the Company construction standards or other matters which will improve their ability to work better and safer.

#### **ARTICLE XXIII. REST PERIOD**

- ( 1 ) If an employee works a period of four (4) or more consecutive overtime hours, or a total of four (4) or more overtime hours after midnight and is released from work, eight (8) hours shall elapse, provided that employee is not required for emergency work, before he/she returns to work without loss of pay for regular scheduled time.
- ( 2 ) Earned rest period is that period when an employee rests during his/her regular scheduled working hours. An employee required to work into this earned rest period shall be paid at two (2) times his/her regular rate. If the employee is required to work beyond the expiration of the earned eight (8) hour rest period, a rate of two (2) times the regular rate shall continue until released from work. When an employee is called back to work during the earned rest period he/she shall be paid at two (2) times the regular rate until released from work.
- ( 3 ) When an employee is called back to work after having qualified for a rest period as provided in paragraph (1) above, the expiration of the rest period is extended by the number of hours worked during that rest period.



- ( 4) (a) Rest time starts when an employee is released from work or if a meal is eaten, then upon the completion of the time to eat the meal up to one (1) hour.
- (b) If, after expiration of an employee's rest time, there are four (4) hours or less time remaining in the employee's scheduled work day, the employee may take vacation time or off own account for the remaining scheduled work hours. These requests must be approved by local management.

An employee called back to work during the remainder of his/her scheduled work day will be paid straight time for these hours. Employees who took vacation time for the remainder of the day and are called back, will not have the vacation restored but will be allowed to take the unused portion at a later date.

#### **ARTICLE XXIV. ABSENT FROM WORK**

- ( 1) Employees absent from work for reasons other than sickness of the employee, as defined in the Family Medical Sick Leave Act, vacation, jury duty or death in the immediate family as outlined below, are not to be paid for such time off duty.
- ( 2) In case of death of a member of an employee's immediate family as outlined below, a regular hourly rate employee shall be allowed to be absent from work three (3) days without loss of pay after proper notification to the supervisor. For the application for this rule an employee's immediate family includes the following only:
  - (a) The employee's spouse or children.
  - (b) The employee's father and mother (or) the employee's legal guardians.
  - (c) The employee's brothers and sisters.
- ( 3) In case of death of a member of an employee's immediate family as outlined below, a regular hourly rate employee, shall, upon request to the Manager or Department Head, be allowed to be absent from work without loss of base pay up to but not exceeding three (3) days in order to make arrangements for the funeral; attend the service, and for travel time. For the application for this rule an employee's immediate family includes the following only:
  - (a) The father and mother of the employee's spouse (or) the employee's spouse's legal guardians.
  - (b) The employee's or spouse's stepfather, stepmother, or stepchildren.
  - (c) The employee's son-in-law or daughter-in-law.

- (d) The brothers and sisters of the employee's spouse.
- (e) The spouse of the employee's brothers and sisters.
- (f) The employee's grandchildren.
- (4) For the following relatives the employee shall be granted not to exceed two (2) days:
  - (a) The employee's grandparent, great grandparent or great great grandparent.
  - (b) The employee's spouse's grandparent, great grandparent or great great grandparent.
- (5) For the following relatives the employee shall be granted not to exceed one (1) day.
  - (a) The employee's stepsisters or stepbrothers.
  - (b) The employee's spouse's stepsisters or stepbrothers.
  - (c) The employee's aunts and uncles.
- (6) An employee who is requested to serve as a pallbearer can take up to one (1) day off work without loss of pay.
- (7) Time off to attend an employee or retiree's funeral is granted depending on the Company's operating and customer needs. Management determines if employees can be spared and for how long.
- (8) If an employee is on vacation or flexible holiday when there is a death that is covered in the above language, the employee's vacation/flexible holiday shall be reinstated up to the time listed in this Article.
- (9) In the event additional time is needed for other purposes as outlined above, it will be taken as vacation or off own account.

#### **ARTICLE XXV. CONTRACTING WORK**

- (1) The Company agrees that it will not contract any work which is ordinarily and customarily done by its regular employees if, as a result thereof, it would become necessary to lay off or reduce the rate of pay of any such employees.
- (2) The Company will inform the Business Manager of the Local Union of any work that is to be done by a contractor in cases where:
  - (a) Such work is in the job classifications covered by this Agreement, and

- (b) There are employees in such classifications who usually perform such work at the location where it is to be done.

#### **ARTICLE XXVI. APPRENTICES**

- (1) All apprentices are to be moved up into the next higher apprentice classification on or before the anniversary date of their entering the apprentice position, provided they qualify on all applicable training guide subjects and pass the exam. The Company will examine the apprentice and upon passing the examination, the apprentice will be advanced to the next level effective at the beginning of the next full pay period.
- (2) (a) A First Year Apprentice may work on the ground or aloft under the direct supervision of a Foreman or Journeyman as long as he/she does not come within reaching or falling distance of energized lines of any voltage.
- (b) A Second Year Apprentice may do all the work of a First Year Apprentice. Under the direct supervision of a Foreman or Journeyman, this apprentice may:
1. Work on lines and equipment energized to not more than 300 volts to ground.
  2. Work with a Journeyman or Foreman when within reaching distance by hand of energized primary lines and equipment provided they have been covered by rubber protective equipment. Such protective equipment must be installed and removed by a Journeyman or Foreman. If all energized lines cannot be adequately covered by protective equipment, then the installation is to be deenergized and grounded.
- (c) A Third Year Apprentice may do all the work of First and Second Year Apprentices. Under the direct supervision of a Foreman or Journeyman, the apprentice may:
1. In a learning capacity do the progressively more difficult work of a Journeyman.
  2. When working on or within reaching distance by hand of energized lines or equipment energized in excess of 480 volts, the Journeyman or Foreman must also be aloft with the apprentice.
- (d) A Fourth Year Apprentice may:
1. Perform line work the apprentice is qualified to do when under the direction of a Journeyman or Foreman.

2. Install protective equipment or work on energized lines when under the direct supervision of a Journeyman or Foreman within the provisions of Article XIX.
- (3) For purposes of interpretation, a "deenergized" line is meant to be one which is not connected to an electrical source of supply. "Dead" lines shall mean lines not connected to an electrical source of supply and properly grounded. Before any work is attempted on a "dead" line, the line must also be holdcarded. "Live primary" shall be interpreted to mean energized lines in excess of 480 volts or more potential. Working on live primary lines does not mean working on the same pole which carries such lines, rather it means actually doing some work on such primary lines.

#### **ARTICLE XXVII. PARTIALLY DISABLED EMPLOYEES**

- (1) When, in the opinion of the Company doctor after consultation with the employee's doctor, a regular full-time employee cannot perform his/her regular work because of partial disability but can perform other work, the following plan shall be applicable:

All such cases are to be handled by a special committee consisting of (1) the employee's Manager at District, Generating Station Manager, Area or General Office Department Head, (2) the Chief Steward for the employee's work group, (3) the Local Union's Business Manager (or designated representative), (4) the Company's Manager of Labor Relations (or designated representative). If the case involves the Chief Steward, then the Local Union's President shall take that individual's place on the committee. This committee may call on anyone who may be able to furnish pertinent information. It is their duty to handle each case impartially and to treat all employees uniformly insofar as their personal qualifications and abilities are concerned. If the employee's condition changes or the Company determines the need for a periodic review, this committee shall also handle such reviews.

- (2) For a period of sixty (60) working days after returning to work or from the date it is determined that the employee is unable to perform his/her regular work, such an employee will receive the regular wage rate even though doing work other than the regular job.
- (3) If at the end of this sixty (60) day period it is determined that such an employee is unable to return to the regular job but is able to perform other work, then the policy outlined in paragraph (1) of this Article on the handling of partially disabled employees will be observed. The committee will determine a job classification which is appropriate for the work the employee is able to perform, as well as a proper pay rate taking into account the following schedule:

All Non-Work Related Injuries

80% of Regular Pay Rate

Years of Company Service  
0-19 Years of Service  
For Work Related Injuries

A Pay Rate That Is Not Less Than  
85% of Regular Pay Rate

For Work Related Injuries -  
20 Years and Over

90% of Regular Pay Rate

An employee in this status will be required to provide medical documentation to the company regarding their condition on an annual basis or if the employee's condition changes.

- ( 4 ) It is not necessary to post a job to which such employees are assigned as described in paragraph (7) of Article VI of this Agreement.
- ( 5 ) It is understood that an employee who is removed from Article XXVII status and returns to his/her former classification without restriction will replace the least senior employee in that classification.
- ( 6 ) Employees classified under Article XXVII status and who are age 55 years or older, may elect early retirement under the Retirement Plan B and, in addition, receive a supplemental monthly payment equal to \$2.00 times *their months of credited service in Retirement Plan B to a maximum of 30 years (360 months)*. The supplemental monthly payment shall continue until the employee attains age 62 or dies, whichever occurs earlier.

In the event the retiree dies prior to attaining age 62, a surviving spouse will continue to receive the supplemental payments until the retiree would have been age 62. The supplemental payments will be discontinued immediately if the surviving spouse remarries or dies. Employees can elect to delay commencement of their Early Retirement Income and be in receipt of the Temporary Supplemental Retirement Income. An employee must notify the Company when to start the Retirement Income. The age factor at this commencement date will apply.

#### **ARTICLE XXVIII. TRANSFERS, PROMOTIONS AND DEMOTIONS**

- ( 1 ) A regular, full-time employee who has completed the probationary period established at the time current employment began and who is promoted to a class of position carrying a maximum rate higher than that of the current position, shall receive, if qualified, a promotional increase to the minimum of the job to which he/she is being promoted or the nearest step on the new job immediately above the present rate. In no case shall the promotional increase be less than the amount of the next time step of the job the employee is vacating or, if at the maximum rate of this job, the step immediately preceding the maximum rate. Any pay rate above the rate specified in the two preceding sentences shall be based on past *experience, training, etc., of the employee involved*. If the Management does not find the employee satisfactory during the trial period on the new

job, the employee shall be returned to the former job at the former rate of pay.

(2) Trial periods shall be:

(a) An employee who is promoted shall have a trial period in the new position of ninety (90) days and shall be entitled to return to the former position during such a ninety (90) day trial period.

(b) 1. An employee who laterally transfers to a different job classification outside the seniority group shall have a trial period in the new position of ninety (90) days.

2. An employee who laterally transfers within the same job classification outside the seniority group shall have a trial period in the new position of sixty (60) days.

3. An employee who laterally transfers to a different job classification within the seniority group shall have a trial period in the new position of sixty (60) days.

4. An employee who laterally transfers within the same job classification within the seniority group but outside the headquarters shall have a trial period of thirty (30) days.

5. An employee who laterally transfers within the same job classification with the same seniority and headquarters shall have no trial period.

(c) An employee who takes a demotion outside the geographic area shall have a trial period in the new position of thirty (30) days and shall be entitled to return to the former position during such a thirty (30) day trial period. An employee who takes a demotion within headquarters will have no trial period.

(d) If the transfer is outside the bargaining unit, paragraph (10) of Article III shall apply to that employee's seniority rights.

(3) If an employee requests a transfer or is demoted for cause to a position having a lower maximum than that of the present position, that employee shall receive the minimum rate of the new position immediately upon such transfer or demotion. Any pay above the "minimum" of the range shall be decided by the Company.

(4) In the event an employee is promoted or transferred to a position formerly held, and for which he/she has the necessary qualifications, the wage rate for the position shall be no less than the same wage step in that range to which the employee had previously progressed.

## ARTICLE XXIX. TEMPORARY SUBSTITUTIONS

- ( 1 ) In order to meet the Company's service requirements, to provide for relief during vacations and sick leave, and to provide work when an employee's normal work is slack, an employee, when qualified, may be assigned as needed by Management to perform duties of other job classifications which he/she is competent to perform and which generally have the same physical requirements and whose maximum rates of pay are equal to or less than the maximum rate for the employee's regular job.
- ( 2 ) Occasionally a regular full-time employee is assigned to substitute in a higher paid position. The employee temporarily substituting in a higher position shall receive the minimum rate of pay of the higher position or the step in the higher position which equals or is greater than the amount of the next time step on the employee's regular job, or if the employee is at the maximum rate of the regular job, the step immediately preceding the maximum rate of that regular job. Please note the exclusion to the first three steps of the wage schedules depending on the position and the employee's start date as identified in Article XXXVII. Wage Schedule for Physical Positions and Article XXXVIII. Wage Schedule for Clerical Positions. When an employee who is filling a lower paid position is assigned to perform the duties of his/her former higher paying position, the employee shall be paid at the wage step formerly held in the range of the higher position and this rate shall be for no less than eight (8) hours of pay in any work day regardless of the number of hours the employee performs the duties of the higher position.
- ( 3 ) In no case shall the temporary substitution clause be used to avoid filling a budgeted position.
- ( 4 )
  - (a) When a line crew of three (3) or more employees is sent to work without a regular Chief Line Technician, a Journeyman will be designated by the Company to act in the capacity of Foreman. The Journeyman so designated shall receive a rate of pay for Chief Line Technician (Small Crew), Position No. J01129 when acting as Foreman for one (1) or more hours in any one (1) day. When an employee backfills for a Lead Line Technician or is designated by the Company to act in a capacity of a Foreman of a crew of five (5) or more, he/she shall receive a rate of pay for the Lead Line Technician position as outlined in paragraph (2) of this Article.
  - (b) When a gas crew of three (3) or more employees is sent to work without a regular Chief Gas Technician, a Journeyman will be designated by the Company to act in the capacity of Foreman. The Journeyman so designated shall receive a rate of pay as outlined in paragraph (2) of the Article for either Chief Gas Technician (Small Crew), Position No. J01230 or No. J01231, or Chief Gas Technician (Large Crew), Position No. J01228 or No. J01229, depending on the number of employees in the crew, when acting as Foreman for one (1) or more hours in any one (1) day.

(c) A lead rate of 55¢ will be paid when two journeyman technicians in substation construction and maintenance, line, gas or line clearance are working as a crew absent an hourly supervisor. The salaried supervisor has sole discretion to designate the lead technician. This payment will not be made when two employees of different classifications are working together excluding those situations where a line technician and an electrician are working as a crew.

( 5 ) When a line clearance crew is sent out to work without a regular Foreman, the Company shall appoint a qualified employee to act as Foreman. The employee appointed to act as Foreman shall receive the rate of pay as outlined in paragraph (2) of this Article, if the crew consists of three (3) or more employees, including the acting Foreman when acting as Foreman for one (1) or more hours in any one (1) day.

( 6 ) When a substation crew of three (3) or more employees is sent to work as a crew without a regular substation crew Foreman, a Journeyman will be designated to act in the capacity of Foreman. The Journeyman so designated shall receive a rate of pay as outlined in paragraph (2) of this Article, when acting as Foreman for one (1) or more hours in any one (1) day.

( 7 ) When there are occasional needs which make it necessary to use qualified employees in higher-paid job classifications for varying periods of time, assignments to higher-paid job classes will be made: (a) when it becomes necessary to operate an older generating plant unit which may not be regularly operated, (b) when the proper complement of employees is needed on the coal crews for more than a five (5) day per week operation, for more than a one (1) shift coal operation at the Nelson Dewey Generating Station, or when it becomes necessary to coal-fire the boilers at the Blackhawk Generating Station, (c) when meter testing schedules are such that temporary additional help is needed for certain testing, (d) when additional truck driving help is needed for short periods in the Area Stores operations, (e) when an additional Offset Press Operator is needed in the Administrative Services section of the General Office, (f) when an Area Stores Material Handler performs Area Stores Truck - Crane Operator duties with the yard load lifter equipment, and (g) when an employee is substituting due to another employee being on a temporary project assignment. (See GOL dated 1-27-93 on this subject.) Substitutions for these exceptions shall be paid as outlined in paragraph (2) of this Article and the employee shall be credited with all hours toward the hours required for advancement to the next wage step in that classification.

( 8 ) When a position becomes vacant without at least thirty (30) days' notice, Management may fill such positions on a temporary substitute basis for a period of not to exceed sixty (60) days after the position is vacated.



## **ARTICLE XXX. HOURS FOR CLERICAL EMPLOYEES**

- ( 1 ) Recognizing the necessity, in a Company furnishing essential service to the public on a twenty-four (24) hour basis, of meeting local customs and conditions, of furnishing the type of service generally offered in the various communities, and of the important nature of the type of work done, the employees covered by this Agreement accept the obligation to perform overtime work. The parties hereto agree to the following rules for scheduling working hours and the payment of overtime for clerical workers.
- ( 2 ) Since we serve the public on a twenty-four (24) hour a day basis and since employees' jobs are tied in with the work schedule of other employees it is essential that employees are on their jobs as scheduled and that they report for work on time. If an employee is unable to be at work as scheduled or will be late, that employee must inform the Company in advance of the regular starting time.
- ( 3 )
  - (a) The standard week for the clerical employees covered by the Agreement shall be forty (40) hours, consisting normally of five (5) eight (8) hour days except in offices where there is only one (1) clerical employee, where the office is open on a schedule of five and one-half (5-1/2) days per week, or where a schedule of four (4) full and two (2) half days is desired by the Management and the majority of the employees affected. The Company may schedule four (4) full and two (2) half days in offices open five and one-half (5-1/2) days per week. In offices where the regular scheduled hours are other than five (5) eight (8) hour days per week the schedule is subject to the regular grievance procedure if the employees feel the schedule is not fair. It is the intent of both parties to this Agreement that these five (5) days shall be consecutive whenever practicable. If clerical employees work on a Tuesday through Saturday schedule, the starting time for those employees shall be the same as the starting time for employees in that work group who work on a Monday through Friday work week basis.
  - (b) Clerical employees are eligible to work an Alternate Work Schedule consisting of alternate starting times and 4-10 hour days. Requests to work an alternate work schedule are subject to Management approval. Alternate work schedules may be cancelled by the Union or Company with thirty (30) days written notice to the other party. Refer to Appendix 2 for Alternate Work Schedule Program.
  - (c) Employees are eligible to job share a full-time position with Management approval. Refer to Appendix 3 for Job Sharing Program.
  - (d) Under normal operating conditions, the Company will provide a lunch intermission of thirty (30) minutes or one (1) hour between the hours of 11:30 A.M. and 1:30 P.M. for Field Offices and between the

hours of 11:00 A.M. and 1:00 P.M. for the General Office. Business requirements may require some adjustment to the lunch intermission.

- (4) Shift schedules may be established for those data processing center employees so designated in Article XXXVIII as shift positions. The shift employees, except those in relief classifications, shall receive a four (4) week advance notice of any change in their schedule. For such shift employees the regular hours of employment shall be eight (8) consecutive hours per day, five (5) days per week Monday through Friday, holidays included, in accordance with any one of the shift provisions in (a) or (b) below.

- (a) A two (2) shift operation where one employee relieves another employee to carry on similar work shall consist of sixteen (16) consecutive hours of eight (8) hours per shift within the hours of 6:30 A.M. and 10:30 P.M. The relief person for these shifts when not relieving a vacated shift position shall work days 8:00 A.M. to 5:00 P.M. The second shift shall receive the established evening shift premium.

- (b) An end-to-end three (3) shift operation consisting of a shift from 6:30 A.M. to 2:30 P.M., a second shift from 2:30 P.M. to 10:30 P.M., and a third shift from 10:30 P.M. to 6:30 A.M. The hours per shift shall be eight (8) consecutive hours per day. The second shift shall receive the established evening shift premium and the third shift shall receive the established night shift premium.

- (c) Shifts shall not be rotated and the employees in each classification shall have shift preference in accordance with their seniority in that particular group. An employee may be moved to other shifts for training purposes for not to exceed forty-eight (48) hours in any three (3) month period, provided he/she receives a seven (7) calendar day notice of such change. When a shift employee's regular shift falls on a holiday or a day celebrated as a holiday, Management determines whether the employee is needed on the shift, based on the work requirement on such a day. Whether the employee works or has the holiday off, the holiday is paid as prescribed in paragraph (2) of Article XXXII.

- (5) The Company may schedule the work hours of the employees covered by this Agreement so as to meet the needs of the business and local conditions providing the daily schedule of working hours of any employee is completed within an elapsed time of nine (9) hours when only one (1) meal time is included or ten (10) hours when two (2) meal times are included.

- (6) The Company may deviate from the scheduled week if the needs of the business require it and provided at least forty-eight (48) hours' notice in

advance is given the employees affected. Employees may deviate from the scheduled work week to meet their personal requirements provided the Management can make the necessary arrangements at no increase in costs.

- ( 7 ) Employees shall be paid at two (2) times their regular rate as overtime pay for all work done on a Sunday and for all work done on any of the holidays listed in Article XXXII. Employees shall be paid two times their rate for hours worked after sixteen (16) consecutive hours of work until released from work. They shall be paid at one and one-half (1-1/2) times their regular pay as overtime pay for all other work done under the following conditions:
  - (a) All work in excess of forty (40) hours in any work week.
  - (b) All work done in excess of eight (8) hours in any calendar day except when an employee is making up time taken off on own account in accordance with the second sentence in paragraph (6) above.
  - (c) Employees who are absent from work on an "own account" basis without pay, during all or any part of their regular work day or work week, will not be paid at the overtime rate, except for work on Sundays and holidays, until they have worked eight (8) hours in a day or forty (40) hours in a week, excluding hours already paid for at an overtime rate.
- ( 8 ) Employees shall not be required to take time off for overtime worked or to be worked. This, however, shall not prevent the Management from rearranging schedules as granted in paragraphs (5) and (6) of this Article.
- ( 9 ) Sunday shall not be scheduled as any part of the standard week and shall be the last day of the work week.
- (10)
  - (a) When an employee has been scheduled for overtime work which is not an extension to his/her normal scheduled work day, ten (10) hours' notice shall be given to cancel such scheduled overtime. If less than ten (10) hours' notice is given to the employee, he/she will receive two (2) hours' pay at his/her straight time hourly rate. If the employee is not notified of the cancellation of overtime and reports for work, then the employee will receive two (2) hours of pay at the appropriate overtime rate.
  - (b) When scheduled overtime is an extension of the normal scheduled work day, four (4) hours' notice shall be given to cancel such overtime. If four (4) hours notice is not given the employee will receive the lesser of (1) two (2) hours paid at 1-1/2 times the employees regular wage rate or (2) the actual scheduled overtime hours paid at 1-1/2 times the employees regular wage rate. This

provision does not apply if the cancellation is due to acts beyond the Company's control.

#### ARTICLE XXXI. HOURS FOR PHYSICAL WORKERS

- (1) Recognizing the necessity, in a Company furnishing essential service to the public on a twenty-four (24) hour basis, of meeting local customs and conditions, of furnishing the type of service generally offered in the various communities, and of the important nature of the type of work done, the employees covered by this Agreement accept the obligation to perform overtime work. The parties hereto agree to the following rules for scheduling working hours and the payment of overtime for physical workers.
- (2) (a) Since we serve the public on a twenty-four (24) hour a day basis and since employees' jobs are tied in with the work schedules of other employees, it is essential that employees are on their jobs as scheduled and that they report for work on time. If an employee is unable to be at work as scheduled or will be late, that employee must inform the Company in advance of the regular starting time.
- (b) Employees are eligible to job share a full-time position with Management approval. Refer to Appendix 3 for Job Sharing Program.
- (3) (a) The scheduled work week for the employees covered by this Agreement shall be forty (40) hours, consisting normally of five (5) eight (8) hour days except as may be specifically modified elsewhere in this Agreement.
- (b) Physical employees are eligible to work an Alternate Work Schedule consisting of alternate starting times and 4-10 hour days. Requests to work an alternate work schedule are subject to Management approval. Alternate work schedules may be cancelled by the Union or Company with thirty (30) days written notice to the other party. Refer to Appendix 2 for Alternate Work Schedule Program.
- (4) For outside crews, the regular hours of employment shall be eight (8) hours per day with the starting time to be 8:00 A.M. local time. The Company will provide a lunch intermission of thirty (30) minutes or one (1) hour between the hours of 11:30 A.M. and 1:30 P.M. The length of the intermission for lunch shall be as the majority of the employees affected may determine. However, when the Company furnishes the meal, a one (1) hour lunch period shall be taken unless the Foreman determines that the crew can actually complete the noon meal within a thirty (30) minute period and are ready to return to their job site. In the case of individual employee meal situations where no supervisor is present, each employee decides with respect to whether a one-half (1/2) hour or a one (1) hour lunch period is taken.

The regular scheduled week shall be from Monday through Friday, both inclusive. Should the service rendered the public by the Company require more than five (5) days' regular service per week involving the work of such outside crews, the Company may establish another regular scheduled week, beginning at the starting time Tuesday and terminating at the quitting time Saturday. The starting time for employees who work on a Tuesday through Saturday schedule is to be the same as the starting time for employees in that work group who work on a Monday through Friday basis. Persons so employed shall alternate weeks so that Saturday work is distributed fairly.

- ( 5 ) (a) For shift workers the regular hours of employment shall be eight (8) consecutive hours per day, five (5) days per week, Sundays and holidays included when they fall on an employee's regular shift, except as provided for in (5) (b) and (c) below. The days per week shall be consecutive as nearly as practicable. The starting time of the day shift of the eight (8) hour shifts shall be no earlier than 7:00 A.M. and no later than 8:00 A.M. The specific starting time of the shifts and whether the shifts shall rotate shall be decided by the choice of the majority of the employees affected in each plant, or substation or place of employment. If shifts are not rotated, the employees shall have preference in accordance with their seniority in that particular group. Shift workers except those in relief classifications shall receive a forty-eight (48) hour notice of any change in their schedule. Shift employees who have requested training may be scheduled for training purposes as an "extra employee" on any shift, provided they receive a forty-eight (48) hour notice regarding such training assignments and a reliefman is available to fill in on the day shift for the employee who will receive training. The reliefman's work week shall be Monday through Friday unless substituting a vacated shift position, in accordance with the Call-Out Practice for Shift Employees (Appendix 1). When a relief operator is scheduled to relieve a shift employee, this shift schedule shall not be revised for vacation or holiday requests made after the schedule is determined unless there is mutual consent between the relief operator and the employees involved. If consensus cannot be reached, Management will make the final decision. All time worked in excess of the above scheduled hours shall receive the appropriate overtime premium.
- (b) When operating conditions require only one or two shifts per day in a generating station, the starting time for such eight (8) hour shifts shall be determined by the Management of the Company based on the requirements of such conditions. Prior to making such determination, Management will discuss the matter with the affected employees. Starting time shall not be changed more often than a four (4) week period without the consent of both parties. Employees who are not needed at their regular duties may be assigned either

on a shift or non-shift basis to other duties in accordance with Article XXIX, "Temporary Substitutions".

(c) When operating conditions require only one (1) or two (2) shifts per day in a substation or in a service dispatcher or dispatcher operation, the starting time for such eight (8) hour shifts shall be determined by the Management of the Company based on the requirement of such conditions. A two (2) shift cycle shall be a position where one (1) employee relieves another employee to carry on the same work and shall consist of sixteen (16) consecutive hours of eight (8) hours per shift within the hours of 5:00 A.M. and 11:00 P.M. A one (1) shift position will be a N/S (non-shift or shift) position of either a one (1) employee operation or a two (2) employee overlapping shift where the regular hours of employment will be eight (8) hours per day, Monday through Friday within the hours of 6:00 A.M. to 6:00 P.M.

(d) When a shift worker's regular shift or "trick" falls on a holiday or a day celebrated as a holiday, Management determines whether the employee is needed on the shift, based on the load and service requirements on such a day. Whether the employee works or has the holiday off, he/she receives holiday pay as described in paragraph (2) of Article XXXII.

(e) During the major planned overhauls or major repair work requiring more than one "trick" per day at the major generating stations, shift workers on forty-eight (48) hours' notice can be assigned to work on such maintenance work. In such instances, they will receive their regular base wage rate, and they will work the same hours and have the same lunch intermission as the non-shift maintenance employees with whom they work. Such shift employees who are assigned to work at hours when 50% or more of their work hours fall between 3:30 P.M. and 11:30 P.M. shall receive fifty-eight cents (58c) per hour in addition to their regular base rate, while those who work at hours where 50% or more of their work hours fall between 11:30 P.M. and 7:30 A.M. shall receive seventy cents (70c) per hour in addition to their base rate. Shift employees who are not working at their regular shift position will perform such maintenance work as they are qualified to do during the entire time the crew to which they are assigned is working on such major-overhaul or repair project.

(f) 1. For shift workers on a five shift schedule, the regular hours of employment shall be eight (8) consecutive hours per day, five (5) days per week, Sundays and holidays included when they fall on an employee's regular shift. The days per week shall be consecutive as nearly as practicable. The starting time of the day shift of the eight (8) hour shifts shall be no earlier than 7:00 A.M. and no later than 8:00 A.M. The specific starting

time of the shifts shall be decided by vote of the majority of the employees affected in each plant.

2. In the event a fifth shift schedule is implemented, the employees and the shifts will be on a five week rotating basis. Relief for a full week's duration will be provided by qualified personnel from the relief shift scheduled for that week (i.e., Sunday through Saturday). Relief for individual absences will be provided by substitution first if available prior to using a qualified person from the relief shift. If substitution or qualified relief from the relief shift is not available, the Company will call personnel in accordance with the Call-Out Practice For Shift Employees (Appendix 1). Scheduled work days of the week in which the employees are assigned to the relief shift will normally be Monday through Friday unless substituting a vacated shift position. Shift workers, except those assigned to the relief shift, shall receive a forty-eight (48) hour notice of any change in their schedule. Shift employees who have requested training may be scheduled for training purposes as an extra employee on any shift, provided they receive a forty-eight (48) hour notice regarding such training assignments and a person assigned as relief is available to fill in on the day shift for the employee who will receive training. When a person designated as relief is scheduled to relieve a shift employee, the shift schedule shall not be revised for vacation or holiday requests made after the schedule is determined unless there is mutual consent between the relief operator and the employees involved. If consensus cannot be reached, Management will make the final decision. All time worked in excess of the above scheduled hours shall receive the appropriate overtime premium.

- ( 6) (a) For other workers the regular hours of employment shall be eight (8) hours per day and the regular scheduled week from Monday through Friday, both inclusive. Starting time for other than Building Custodian I's and Building Custodian II's, Garage Mechanics, Garage Mechanic Helpers, Master Garage Mechanics, Courier Drivers, Trouble and Service Technicians, Chief Plant Material Handlers, Plant Stores Helpers, Lead Service Technicians, Service Specialists (Gas & Electric), Service Technicians, Service Maintenance Workers, Service Technician Apprentices, Lead Engineering Technicians, Engineering Technicians, Engineering Technician Apprentices, and non-shift Generating Station employees shall be 8:00 A.M., local time with an intermission for lunch of thirty (30) minutes or one (1) hour. The length of the intermission for lunch shall be as the majority of the employees affected may determine. However, when the Company furnishes the meal, a one (1) hour lunch period shall be taken unless the employee can actually complete the noon meal within a thirty (30)

minute period and is ready to return to the job site. The Company will schedule a definite lunch period between 11:30 A.M. and 1:30 P.M. Should the service rendered the public by the Company through the employees covered by this paragraph necessitate more than a five (5) day week, the Company may establish another regular scheduled week starting at regular starting time Tuesday and terminating at quitting time Saturday. The starting time for employees who work on a Tuesday through Saturday schedule is to be the same as the starting time for employees in that work group who work on a Monday through Friday basis. Employees so employed shall alternate work weeks so that Saturday work is distributed fairly.

(b) 1. For Building Custodian I's, Building Custodian II's, Garage Mechanics, Garage Mechanic Helpers, Master Garage Mechanics, Courier Drivers, Lead Engineering Technicians, Engineering Technicians and Engineering Technician Apprentices, the starting time shall be determined by the job requirements, but their hours shall be consecutive except for time off for a meal the same as others in this class.

2. Building Custodian I's, Building Custodian II's, Master Garage Mechanics, Garage Mechanics and Garage Mechanic Helpers may be scheduled on a six (6) day week or "split day" daily schedule providing the schedule for each employee is regular and not changed without at least forty-eight (48) hours' notice in advance.

(c) The starting time for Chief Plant Material Handlers, Plant Stores Helpers, and Garage Parts Storekeepers shall be from 7:00 A.M. to 8:00 A.M. as determined by the job requirements. The starting time for Lead Service Technicians, Service Specialists (Gas & Electric), Service Technicians, Service Maintenance Workers and Service Technician Apprentices shall be from 7:00 A.M. to 9:00 A.M. as determined by the job requirements. The starting time for Customer Field Representatives shall be from 7:00 A.M. to 10:00 A.M. when collecting. The hours for the above jobs shall be consecutive except for time off for a meal. Management will give the employees involved one calendar week advance notice of its intent to establish staggered starting times. Such schedules shall continue for increments of no less than five (5) working days. One calendar week advance notice would be given to the employees to alter their scheduled starting times unless the employees involved mutually agree to exchange starting times. All changes are subject to supervisory approval.

(d) Non-shift employees at the major hydro generating stations and substations who temporarily fill shift jobs shall be considered as shift employees with regards to their hours providing they are given at



least forty-eight (48) hours' notice in advance of such change. Such non-shift employees are not to be used as shift employees when qualified shift employees are available.

- (e)
1. For coal yard employees other than the Columbia and Edgewater Generating Stations, the Company may establish work schedules designed to distribute employees over the seven (7) days of each week in accordance with operating needs by a rotating schedule equitably distributing weekend time off among all coal yard workers at each steam plant location. A seven (7) day work schedule will not be established for less than a "shift cycle" period.
  2. For coal yard employees at the Columbia and Edgewater Generating Stations, the Company may establish an "end-to-end" three (3) shift operation. The starting time of the day shift shall be no earlier than 7:00 A.M. and no later than 8:00 A.M. The specific starting time of the shifts shall be decided by the choice of the majority of the employees affected. Shifts shall not be rotated and employees shall have shift preference in accordance with their seniority in that particular group. The work schedule will distribute employees over the seven (7) days of each week in accordance with operating needs by a rotating schedule equitably distributing weekend time off among all coal yard workers.
  3. In emergencies due to unusual coal deliveries an "end-to-end" two (2) shift operation may be established for coal yard employees at the Nelson Dewey Generating Station for not to exceed ninety (90) days in any calendar year. The shifts are to be scheduled from 8:00 A.M. to 4:00 P.M. for seven (7) days per week and from 4:00 P.M. to 12:00 midnight for five (5) days per week, Monday through Friday. Shifts shall not be rotated and employees shall have shift preference in accordance with their seniority in that particular group except that employees who are needed on the 4:00 P.M. to 12:00 midnight shift to fill the necessary complement of positions will be assigned to this shift on either (1) a voluntary basis or (2) by rotating the employees who have the required qualifications for this second shift work on a lateral transfer or temporary substitution basis. The employees are to be given at least one (1) week's advance notice before a two (2) shift operation is established and also if their shift schedule is to be changed.
  4. While such schedules are in effect, Saturday and Sunday work in accordance with such schedules shall be paid for on a straight time basis. While such schedules are in effect, holidays will be scheduled as workdays if they fall on an employee's regularly scheduled day.

- (f) When there are sufficient customer requirements, Management may schedule not to exceed two (2) Service Department employees, in such manner that the Service Department personnel are available between 8:00 A.M. and 5:00 P.M. The starting time shall be determined by the job requirements but the hours shall be consecutive except for time off for a meal. If no employee voluntarily accepts this schedule, it shall be rotated among the employees affected.
- (7) The Company may not, in order to eliminate emergency or occasional overtime, change the regular scheduled hours beyond the limits established in (3), (4) and (5) of this Article.
- (8) The length of the lunch intermission shall not be changed more often than once in three (3) months without the consent of both parties.
- (9) Employees, except shift workers, shall be paid at two (2) times their regular rate as overtime pay for all work done on a Sunday. Shift employees and coal yard employees who work on a Sunday outside of their regularly scheduled hours shall be paid at two (2) times their regular rate for such work. When shift employees and coal yard employees are required to work on their first scheduled day off of the work week, that day shall be treated as Sunday and shall be paid at two (2) times their regular rate for such hours worked. All employees shall be paid at two (2) times their regular rate as overtime pay for all work done on any of the holidays listed in Article XXXII. Employees shall be paid two times their rate for hours worked after sixteen (16) consecutive hours of work until released from work. All employees shall be paid at one and one-half (1-1/2) times their regular rate as overtime pay for all other work done under the following conditions:
- (a) All work in excess of forty (40) hours in any work week.
  - (b) All work done in excess of eight (8) hours in any calendar day.
  - (c) All work done by employees except shift employees, during their regularly scheduled lunch period. Employees required to do such work during their regularly scheduled lunch period shall be granted sufficient time, with pay, not to exceed the length of their regularly scheduled lunch period, to eat their lunch.
  - (d) Employees who are absent from work on an "own account" basis without pay, during all or any part of their regular workday or work week, will not be paid at the overtime rate, except for work on Sundays and holidays until they have worked eight (8) hours in a day or forty (40) hours in a week, excluding hours already paid for at an overtime rate.

- (10) Employees shall not be required to take time off for overtime worked or to be worked.
- (11) Except for shift workers and coal yard employees, Sunday shall not be scheduled as a part of the standard week and shall be the last day of the work week.
- (12) While the regular hours for non-shift generating station employees [except those employed on the "evening or night maintenance crew" as described in paragraph (13) of this Article] are between 6:00 A.M. and 6:00 P.M., the Management may, under the following conditions, make temporary changes in the regular daily schedules for workers in the major generating stations only. This may not be used to eliminate short daily overtime period, but only when the planned work requires sixteen (16) or more hours' work per day until the job is completed. The Management may not change the regular scheduled days of work during the week for such employees, only the hours within the calendar day.
- (a) Where major planned overhaul requires a working schedule of more than one (1) "trick" per day provided the Company gives the employees affected at least one (1) week's advance notice.
  - (b) Where major emergency repair work requires a change in schedules provided the Company gives the employees affected at least forty-eight (48) hours' advance notice.
- (13)
- (a) The Management may schedule an "evening maintenance crew" at the Columbia, Edgewater and Rock River Generating Stations. The starting time for such a crew will coincide with the end of the working period established for the "day crew". The hours shall be consecutive except for time off for a meal. The meal period shall be thirty (30) minutes or one (1) hour. The length of the meal period shall be as the majority of the employees affected may determine.
  - (b) The Management may schedule a "night maintenance crew" at the Columbia and Edgewater Generating Stations. The starting time for such a crew will coincide with the end of the working period established for the "evening crew". The hours shall be consecutive except for time off for a meal. The meal period shall be thirty (30) minutes or one (1) hour. The length of the meal period shall be as the majority of the employees affected may determine.
- (14)
- (a) Employees assigned to the day, evening and night maintenance crews [as referenced in paragraph (12) and (13) above], may have their schedules changed for purposes of training, job selection and Journeyman testing provided they are notified of the schedule change by Friday of the preceding week with at least 48 hours notice.

(b) It is recognized that there is occasional need for employees to substitute in the absence of the Foreman on the mechanical or electrical maintenance crews. An employee assigned to substitute will be given at least 48 hours notice to change from days, evenings or nights and at least eight (8) hours shall elapse before the employee returns to work.

(15) (a) When an employee has been scheduled for overtime work which is not an extension to his/her normal scheduled work day, ten (10) hours' notice shall be given to cancel such scheduled overtime. If less than ten (10) hours' notice is given to the employee, he/she will receive two (2) hours' pay at his/her straight time hourly rate. If the employee is not notified of the cancellation of overtime and reports for work, then the employee will receive two (2) hours of pay at the appropriate overtime rate.

(b) When scheduled overtime is an extension of the normal scheduled work day, four (4) hours' notice shall be given to cancel such overtime. If four (4) hours notice is not given the employee will receive the lesser (1) two (2) hours paid at 1-1/2 times the employees regular wage rate or (2) the actual scheduled overtime hours paid at 1-1/2 times the employees regular wage rate. This provision does not apply if the cancellation is due to acts beyond the Company's control.

#### **ARTICLE XXXII. HOLIDAYS AND HOLIDAY PAY**

(1) (a) Holidays, for the purpose of this Agreement, shall be New Year's Day, Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving, December 24, Christmas Day and New Year's Eve Day, or the days celebrated as such, and shall not be included in the regular hours of employment. Effective June 1, 1993, if a holiday as described in this paragraph falls on a Saturday and is observed on that Saturday, an employee may receive pay in lieu of the holiday or schedule an extra day off using the same guidelines for scheduling one day of vacation.

(b) In addition to the holidays listed in paragraph (1) (a) above, employees shall be granted a flexible holiday. The Company will guarantee time off at the option of the employee with 48 hours' advance notice, and insofar as the needs of service will permit. The employee election shall not pyramid premium pay. In the event the employee does not schedule a flexible holiday, the Company will provide up to eight (8) hours pay at the straight time hourly rate.

(2) Each regular full-time employee as well as temporary full-time employees will be paid eight (8) hours at the basic straight time rate for each of the legal holidays (or day celebrated as such) listed in this Article regardless of the day of the week on which they fall and whether or not the day is worked provided the employee works all of the regularly scheduled work

days immediately before and after said holiday or has what the Management considers a reasonable cause for not working. Regular part-time employees who work less than 50% of full-time are not eligible for any holiday pay. Part-time employees who work 50% or more of full-time but less than full-time, will receive prorated holiday pay to the nearest hour at the basic straight time rate. The two (2) completed pay periods of work (or fraction thereof for new employees) immediately prior to the holiday are to be used to determine the amount of holiday pay. Holidays worked by an employee will be further compensated as follows:

- (a) Two (2) times the regular rate for all work done on the holiday (or day celebrated as such).
  - (b) When December 24 and December 31 falls on a Sunday, an employee may receive pay in lieu of the holiday or schedule a day off the same as scheduling a single day of vacation.
  - (c) When a holiday falls on a Sunday, shift workers and coal yard employees who work Sunday and are off on Monday shall have the option to designate which day shall be the holiday.
  - (d) Shift employees when working a ten (10) or twelve (12) hour shift will receive holiday pay for these hours.
- ( 3) Shift personnel and coal yard employees shall have the option of selecting either Sunday or Monday as the holiday when the celebrated holiday is a Monday, provided that the system and generating station requirements do not require unit operation, and the shift personnel are scheduled to work Sunday.

#### **ARTICLE XXXIII. PREMIUM PAY**

- ( 1) Shift positions shall be defined as any position where one (1) employee relieves another employee to carry on the same work, whether for two (2) or three (3) "tricks" or shifts per day or whether for five (5), six (6) or seven (7) days per week. Two (2) shifts or "tricks" shall cover sixteen (16) consecutive hours of eight (8) hours per shift or "trick". Three (3) shifts or "tricks" shall cover twenty-four (24) consecutive hours of eight (8) hours per shift or "trick".
- ( 2) In addition to the employee's regular wage rate, a shift premium shall be paid for work performed in the shift job classifications marked "S" under the wage schedule. The shift premium shall also be paid for the Master Garage Mechanic (Evening), Garage Mechanic (Evening) and Garage Mechanic Helper (Evening). This shift premium shall be sixty-six cents (66¢) per hour for the evening shift and seventy-eight cents (78¢) per hour for the night shift.

For the day shift, no shift premium shall be paid.

- ( 3) The Evening Shift is that regularly established shift in which 50% or more of the work hours fall between 3:30 P.M. and 11:30 P.M.
- ( 4) The Night Shift is that regularly established shift in which 50% or more of the work hours fall between 11:30 P.M. and 7:30 A.M.
- ( 5) In addition to the employee's regular wage rates, ninety-five cents (95¢) an hour as premium shall be paid for all regularly scheduled work performed on Sunday in the shift job classifications marked "S" under the wage schedule. Overtime work performed by shift workers on Sunday, will be paid for as provided in Article XXXI, paragraph (9).
- ( 6) For all regularly scheduled work on Sunday, coal yard employees shall be paid ninety-five cents (95¢) an hour as premium in addition to their regular straight time rate.
- ( 7) Shift premium shall be paid only for the time actually worked.
- ( 8) Shift employees required to work overtime, whether on "call-backs" or beyond their scheduled shift, shall receive, for the overtime hours, the shift premium established for the shift on which the overtime occurs. The same overtime provisions that apply to the employees' overtime hours shall also apply to the shift premium for these overtime hours.
- ( 9) Employees who do not return to headquarters at night because of distance or other conditions shall receive an idle-time premium for the evening they are away from headquarters of fifty cents (50¢) per hour for each hour worked during that day. A one dollar (\$1.00) idle time premium will be paid when working beyond one and one-half (1-1/2) hours from headquarters on non-commodity work outside the franchise territory. For non-commodity work beyond one and one-half (1-1/2) hours, the company would annually request volunteers to sign up.
- (10)
  - (a) A premium of seventy-five cents (75¢) per hour shall be paid for hours actually worked to employees in those job classifications which are identified as Columbia, Edgewater and Rock River Evening Crews as referred to in Article XXXI, paragraph (13) (a) and (b). This premium shall also apply to non-shift employees scheduled to work with the evening Maintenance Crew as referred to in Article XXXI., paragraph (13) (a) and (b). This premium is in lieu of a lessor evening or night shift premium.
  - (b) A premium of seventy-eight cents (78¢) per hour shall be paid for hours actually worked to employees in those classifications which are identified as Columbia and Edgewater Night Crews as referred to in Article XXXI, paragraph (13) (a) and (b). This premium shall also apply to non-shift employees scheduled to work with the night Maintenance Crew as referred to in Article XXXI, paragraph (13) (a)

and (b). This premium is in lieu of a lessor evening or night shift premium.

- (11) (a) Generating Station Maintenance employees who have established and maintained certification in the Certified Welding Program shall be paid a welding premium in the amount of one dollar and ten cents (\$1.10) per hour for all hours paid.
- (b) Chief Gas Technicians and Chief Corrosion Technicians who are designated as welders will receive a premium of fifty-two cents (52¢) per hour for all hours.

#### **ARTICLE XXXIV. UNCLASSIFIED JOBS**

Should there be employees of the Company engaged in performing work the nature of which is not identical but similar to work performed by employees within the classifications listed herein, such employees shall be governed by this Agreement.

#### **ARTICLE XXXV. SPECIAL RATES AND TRIAL PERIODS**

- ( 1 ) A wage rate that is below the standard wage rate may be established for an employee who has had no past experience performing the class of work for which the employee is being selected. This below standard rate must be mutually agreed upon in writing by both the Chief Steward (or designated representative) and the Manager (or similar Company representative). This rate may not continue in effect longer than the employee's first ninety (90) days in this position unless the Chief Steward (or designated representative), the Business Manager of the Local Union (or designated representative), the Manager (or similar Company representative) and the Company's Manager of Labor Relations (or designated representative) have given their written approval for such extension. This written approval shall specify in detail the steps necessary to end this substandard wage rate.
- ( 2 ) An employee may have the trial period extended upon written approval of the Local Union's Business Manager and the Company's Manager of Labor Relations, after consultation with the Chief Steward (or designated representative) and the Manager (or similar Company representative). An employee shall be entitled to return to the former position during such an extension.

# **ARTICLE XXXVI—WAGE SCHEDULE FOR PHYSICAL POSITIONS** **05/18/03-11/27/04**

## **ENGINEERING**

ENGINEERING			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01245	Engineering Technician .....	N	\$25.16	\$25.66	\$26.08	\$26.54	\$27.08			
J01246-J01249	Engineering Technician Apprentice .....		(See Apprentice Schedule)							
J01244	Lead Engineering Technician** .....	N	\$25.02	\$25.87	\$26.71	\$27.52	\$28.45			

## **GARAGE**

J01115	Garage Mechanic .....	N	\$24.91	\$25.28	\$25.67		\$25.99			
J01116	Garage Mechanic (Evening) .....	N	\$24.91	\$25.28	\$25.67		\$25.99			
J01120-J01123	Garage Mechanic Apprentice .....		(See Apprentice Schedule)							
J01117	Garage Mechanic Helper .....	N	\$17.35	\$17.96	\$18.62	\$19.27	\$19.59	\$20.10		\$20.65
J01119	Garage Mechanic Helper (Evening) .....	N	\$17.35	\$17.96	\$18.62	\$19.27	\$19.59	\$20.10		\$20.65
J01112	Garage Mechanic II .....	N	\$21.66	\$21.96	\$22.30		\$22.61			
J01118	Garage Parts Storekeeper .....	N	\$21.34	\$21.87	\$22.37	\$22.91	\$23.20	\$23.71		\$24.10
J01113	Master Garage Mechanic** .....	N	\$26.67	\$26.93	\$27.20		\$27.77			
J01114	Master Garage Mechanic (Evening)** .....	N	\$26.67	\$26.93	\$27.20		\$27.77			

## **GAS AND WATER**

J01239	Chief Corrosion Technician** .....	N	\$27.12	\$27.41	\$27.97		\$28.25			
J01240	Chief Corrosion Technician - Welding** (1) .....	N	\$27.64	\$27.93	\$28.49		\$28.77			
J01228	Chief Gas Technician (Large Crew)** .....	N	\$27.56	\$27.84	\$28.42		\$28.71			
J01229	Chief Gas Technician (Large Crew) - Welding** (2) .....	N	\$28.08	\$28.36	\$28.94		\$29.23			

\*\*Supervisory position

(1) Rate established above rate for J01239 by amount of welding premium.

(2) Rate established above rate for J01228 by amount of welding premium.



# **GAS AND WATER (cont.)**

GAS AND WATER (cont.)			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01230	Chief Gas Technician (Small Crew)**	N	\$27.12	\$27.41	\$27.97		\$28.25			
J01231	Chief Gas Technician (Small Crew) - Welding** (3)	N	\$27.64	\$27.93	\$28.49		\$28.77			
J01238	Gas Technician	N	\$24.16	\$24.41	\$24.91		\$25.16			
J01237	Gas Technician - Welding	N	\$25.20	\$25.73	\$25.99		\$26.25			
J01241-J01243	Gas Technician Apprentice		(See Apprentice Schedule)							
J01236	Lead Regulation Technician**	N	\$26.36	\$26.64	\$27.19		\$27.46			
J01232	Regulation Technician	N	\$24.40	\$24.92	\$25.17		\$25.69			
J01233-J01235	Regulation Technician Apprentice		(See Apprentice Schedule)							

## **LINE AND RELATED**

J01149	Chief Line Clearance Technician**	N	\$25.99	\$26.30	\$26.68		\$27.15			
J01129	Chief Line Technician (Small Crew)**	N				\$29.62				
J01141	Heavy-Duty Earth Borer Operator	N	\$21.33	\$21.86	\$22.36	\$22.89	\$23.13	\$23.62		\$24.04
J01154	Infrared Technician	N	\$23.76	\$24.29	\$24.85	\$25.32	\$25.84	\$26.38		\$26.88
J03783	Lead Line Technician	N	\$29.78	\$30.20		\$30.57				
J01135-J01138	Line Apprentice		(See Apprentice Schedule)							
J01151-J01152	Line Clearance Apprentice		(See Apprentice Schedule)							
J02849	Line Clearance Specialist	N	\$26.50	\$26.81	\$27.19		\$27.70			
J01150	Line Clearance Technician	N	\$23.13	\$23.32	\$23.89		\$24.35			
J01153	Line Clearance Truck Operator	N	\$18.82	\$19.35	\$19.84	\$20.37	\$20.55	\$20.97		\$21.22
J01130	Line Crew Leader**	N	\$28.23	\$28.55		\$28.90				
J01139	Line Equipment Operator	N	\$20.82	\$21.31	\$21.83	\$22.33	\$22.63	\$22.93		\$23.23

\*\*Supervisory position

(3) Rate established above rate for J01230 by amount of welding premium.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

LINE AND RELATED (Cont.)

LINE AND RELATED (Cont.)			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01142	Line Patroller .....	N	\$21.52	\$22.03	\$22.55	\$23.05	\$23.55	\$23.99		\$24.33
J01131	Line Technician .....	N	\$27.20	\$27.62		\$28.07				
J01140	Line Truck Operator .....	N	\$20.22	\$20.75	\$21.26	\$21.75	\$22.02	\$22.33		\$22.54
J01145	Local Representative (Electric)** .....	N	\$27.84	\$28.12	\$28.33		\$28.65			
J01146	Local Representative (Gas & Electric)** (4) .....	N	\$28.26	\$28.54	\$28.75		\$29.08			
J01148	Local Service Gas Representative** .....	N	\$26.67	\$27.03	\$27.40		\$27.78			
J01147	Local Service Representative** .....	N	\$26.67	\$27.03	\$27.40		\$27.78			
J01143	Trouble and Service Technician (Electric) .....	N	\$27.30	\$27.86		\$28.07				
J01144	Trouble and Service Technician (Gas & Electric) (4) .....	N	\$27.71	\$28.28		\$28.49				
J01132	Utility Technician .....	N	\$24.42	\$24.79		\$25.17				
J01133-J01134	Utility Technician Apprentice .....		(See Apprentice Schedule)							
<b>METERING</b>										
J01161	Chief Electric Meter Technician** .....	N	\$27.78	\$28.31	\$28.74		\$29.24			
J01155	Electric Meter Technician .....	N	\$26.50	\$26.66	\$27.08		\$27.68			
J01157-J01160	Electric Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01175	Gas Meter Technician .....	N	\$23.54	\$23.77	\$24.04		\$24.24			
J01176-J01177	Gas Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01169	Gas Metering Specialist** .....	N	\$25.65	\$26.13	\$26.60		\$27.10			
J01171-J01173	Gas Metering Specialist Apprentice .....		(See Apprentice Schedule)							
J01170	Gas Metering Specialist - Welding** .....	N	\$26.07	\$26.30	\$26.52		\$26.80			
J01174	Instrument and Meter Repair Technician .....	N	\$25.65	\$25.87	\$26.09		\$26.82			

\*\*Supervisory position

(4) Rate is established at 1.5% above the rate shown for electric position.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**METERING (cont.)**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01156	Lead Electric Meter Technician .....	N	\$27.68	\$27.82	\$28.24		\$28.95			
J01163-J01164	Single Phase Meter Apprentice .....		(See Apprentice Schedule)							
J01162	Single Phase Meter Tester .....	N	\$22.61	\$22.85	\$23.05		\$23.46			
J01178	Water Meter Technician .....	N	\$21.64	\$22.16	\$22.65	\$23.19	\$23.51	\$23.73		\$24.24

**SERVICE**

J01179	Lead Service Technician** .....	N	\$28.29	\$28.69		\$29.08				
J02476	Service and Relief Dispatcher .....	N	\$19.81	\$20.33	\$20.94	\$21.44	\$21.75	\$22.15		\$22.34
J01190	Service Dispatcher .....	N	\$17.92	\$18.39	\$18.94	\$19.41	\$19.68	\$20.03		\$20.21
J01181	Service Specialist (Gas & Electric) .....	N	\$26.18	\$26.55		\$26.94				
J01183	Service Technician .....	N	\$23.28	\$23.62		\$23.93				
J01188-J01189	Service Technician Apprentice .....		(See Apprentice Schedule)							
J01184	Service Worker .....	N	\$19.87	\$20.30	\$20.72	\$21.14	\$21.56	\$21.98		\$22.40

**STORES**

J01197	Area Stores Equipment Operator .....	N	\$20.60	\$21.12	\$21.62	\$22.11	\$22.39	\$22.70		\$22.90
J01196	Area Stores Material Handler .....	N	\$18.82	\$19.35	\$19.84	\$20.37	\$20.60	\$20.97		\$21.25
J01199	Area Stores Semi-Truck Driver .....	N	\$21.13	\$21.64	\$22.13	\$22.65	\$23.07	\$23.32		\$23.59
J01200	Area Stores Truck - Crane Operator .....	N	\$21.98	\$22.47	\$23.01	\$23.51	\$23.76	\$24.28		\$24.59
J01198	Area Stores Truck Driver .....	N	\$19.16	\$19.69	\$20.18	\$20.69	\$21.10	\$21.27		\$21.63
J01195	Chief Area Storekeeper** .....	N	\$24.63	\$25.14	\$25.66	\$26.14	\$26.55	\$26.75		\$27.22
J01194	Chief Area Storekeeper (Large Crew)** .....	N	\$25.38	\$25.85	\$26.29	\$26.74	\$27.17	\$27.62		\$28.07
J01204	Chief Plant Material Handler** .....	N	\$22.12	\$22.65	\$23.19	\$23.74	\$24.24	\$24.76		\$25.29
J01193	Lead Area Stores Material Handler (Evening)** .....	N	\$19.86	\$20.41	\$20.94	\$21.49	\$21.72	\$22.12		\$22.41
J01192	Local Material Coordinator .....	N	\$21.34	\$21.87	\$22.37	\$22.91	\$23.20	\$23.71		\$24.10

\*\*Supervisory position

## SUBSTATION CONSTRUCTION &amp; MAINTENANCE

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01213	Chief Concrete Technician**	N	\$23.85	\$24.33	\$24.90	\$25.37	\$25.89	\$26.11		\$26.83
J01206	Chief Electrician**	N	\$30.59	\$31.00		\$31.44				
J01205	Electric Equipment Maintenance Specialist**	N	\$30.37	\$30.78	\$31.18		\$31.46			
J01207	Electrician	N	\$27.99	\$28.43		\$28.89				
J01208-J01211	Electrician Apprentice		(See Apprentice Schedule)							
J01212	Electrician's Helper	N	\$18.99	\$19.51	\$20.03	\$20.51	\$20.86	\$21.20		\$21.43
J01214	Filtering Equipment Operator	N	\$21.42	\$21.92	\$22.44	\$22.97	\$23.23	\$23.76		\$24.28
J01215	Heavy Trailer-Truck Driver	N	\$22.17	\$22.66	\$23.20	\$23.71	\$24.04	\$24.52		\$24.85
J01216	Truck-Crane Operator (Heavy Duty)	N	\$22.17	\$22.66	\$23.20	\$23.71	\$24.04	\$24.52		\$24.85

## SUBSTATION OPERATION

J01218	Chief Water Works Operator	N/S	\$25.14	\$25.66	\$26.14	\$26.68	\$27.05	\$27.42		\$27.78
J01221	Dispatcher	N/S	\$21.69	\$22.20	\$22.72	\$23.22	\$23.53	\$23.78		\$24.10
J01217	Dispatcher & Substation Maintenance Inspector	N/S	\$22.57	\$23.10	\$23.62	\$24.11	\$24.46	\$24.65		\$25.08
J01225	Distribution Center Dispatcher	S	\$21.69	\$22.20	\$22.72	\$23.22	\$23.53	\$23.78		\$24.10
J01223	Maintenance & Relief Substation Operator (Ripon)	N/S	\$22.57	\$23.10	\$23.62	\$24.11	\$24.46	\$24.65		\$25.08
J01226	Substation & Combustion Turbine Maintenance Inspector & Operator	N/S	\$22.79	\$23.36	\$23.85	\$24.38	\$24.72	\$24.91		\$25.33
J01222	Substation & Water Works Operator (Ripon)	N/S	\$21.69	\$22.20	\$22.72	\$23.22	\$23.53	\$23.78		\$24.10
J01219	Substation Maintenance Inspector & Relief Dispatcher	N/S	\$22.57	\$23.10	\$23.62	\$24.11	\$24.46	\$24.65		\$25.08
J01224	Tool and Equipment Coordinator	N	\$21.49	\$21.95	\$22.36	\$22.81	\$23.28	\$23.73		\$24.13

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

# MISCELLANEOUS

		(Each step represents a six-month increment)								
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01250	Building Custodian I*	N	\$14.86	\$15.53	\$16.13	\$16.75	\$16.94	\$17.30		\$17.52
J01251	Building Custodian II*	N	\$13.18	\$13.83	\$14.44	\$15.09	\$15.24	\$15.53		\$15.87
J01259	Customer Field Representative	N	\$19.07	\$19.57	\$20.09	\$20.60	\$20.97	\$21.25		\$21.50
J01257	Laborer*	N	\$14.53	\$15.18	\$15.79	\$16.41	\$16.77	\$17.20		\$17.52
J01256	Laborer Semi-Skilled*	N	\$15.31	\$15.95	\$16.59	\$17.20	\$17.59	\$18.00		\$18.36
J01260	Meter Reader	N	\$15.02	\$15.95	\$16.87	\$17.30	\$17.61	\$17.85		\$18.06
J01258	Senior Customer Field Representative**	N	\$21.54	\$21.93	\$22.31	\$22.70	\$23.08	\$23.46		\$23.85
J01253	Utility Laborer	N	\$15.31	\$15.95	\$16.59	\$17.20	\$17.59	\$18.00	\$18.36	\$18.92
J01252	Utility Operator	N	\$18.08	\$18.79	\$19.49	\$20.19	\$20.89	\$21.60	\$22.30	\$23.01
J01254	Utility Worker "A"	N	\$17.62	\$18.32	\$19.02	\$19.73	\$20.44	\$20.98	\$21.70	\$22.40
J01255	Utility Worker "B"	N	\$15.31	\$15.95	\$16.59	\$17.20	\$17.59	\$18.00	\$18.36	\$18.92

## PLANT POSITIONS - FUELS

J01273	Equipment Operator - Fuels	N/S	\$23.42	\$24.00	\$24.54	\$25.04	\$25.40	\$25.78		\$26.18
J03663	Lead Ash Site Operator**	N/S	\$25.67	\$26.27	\$26.78	\$27.35	\$27.67	\$28.10		\$28.51
J01271	Lead Equipment Operator - Fuels**	N/S	\$25.67	\$26.27	\$26.78	\$27.35	\$27.67	\$28.10		\$28.51
J01272	Relief Equipment Operator - Fuels	N/S	\$23.93	\$24.50	\$25.08	\$25.60	\$25.97	\$26.36		\$26.76

## OPERATING

J01267	Combustion Turbine Technician	N	\$25.99	\$26.43	\$26.85	\$27.28	\$27.71	\$28.16		\$28.89
J01270	Equipment Operator - Operations	S	\$23.42	\$24.00	\$24.54	\$25.04	\$25.40	\$25.78		\$26.18
J01266	Master Combustion Turbine Technician**	N	\$29.64	\$30.03	\$30.43		\$30.82			
J02846	Master Unit Operator - (Small Steam Plant)**	S	\$29.04	\$29.43	\$29.82		\$30.21			
J02847	Master Unit Operator - (Small Steam Plant - Licensed)**	S	\$29.57	\$29.96	\$30.35		\$30.75			
J01268	Plant Equipment Operator	S	\$25.22	\$25.73	\$26.31	\$26.83	\$27.38	\$27.58		\$28.08
J01269	Plant Equipment Operator - (Licensed) (S)	S	\$25.74	\$26.25	\$26.83	\$27.35	\$27.90	\$28.10		\$28.60

\*Starting or entry level position

\*\*Supervisory position

(S) Rate established above the rate for J01268 by \$0.52 premium amount.

## OPERATING (cont.)

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01274	Plant Stores Helper .....	N	\$18.82	\$19.35	\$19.84	\$20.37	\$20.60	\$20.97		\$21.25
J01265	Relief Unit Operator .....	S	\$26.31	\$26.85	\$27.40	\$27.91	\$28.23	\$28.57		\$28.98
J01263	Unit Operator (Large Steam Plant) .....	S	\$26.31	\$26.85	\$27.40	\$27.91	\$28.23	\$28.57		\$28.98
J01264	Unit Operator (Small Steam Plant) .....	S	\$25.22	\$25.73	\$26.31	\$26.83	\$27.38	\$27.58		\$28.08

## MAINTENANCE

J01316	Maintenance Electrician .....	N	\$27.59	\$27.94	\$28.50		\$28.89			
J01315	Maintenance Electrician (Evening) .....	N	\$27.59	\$27.94	\$28.50		\$28.89			
J01341-J01344	Maintenance Electrician Apprentice .....		(See Apprentice Schedule)							
J01321	Maintenance Instrument and Control .....	N	\$27.59	\$27.94	\$28.50		\$28.89			
J01345-J01348	Maintenance Instrument and Control Apprentice .....		(See Apprentice Schedule)							
J01322	Maintenance Instrument and Control (Nelson Dewey/Rock River) .....	N	\$27.59	\$27.94	\$28.50		\$28.89			
J01349-J01350	Maintenance Instrument and Control (RR/ND) Apprentice - 1st & 2nd Yr .....		(See Apprentice Schedule)							
J02843	Maintenance Instrument and Control (RR/ND) Apprentice - 3rd Year .....		(See Apprentice Schedule)							
J01317	Maintenance Technician - Electrical .....	N	\$28.15	\$28.51	\$29.06		\$29.48			
J01351-J01354	Maintenance Technician - Electrical Apprentice .....		(See Apprentice Schedule)							
J01323	Maintenance Technician - Electrical (Columbia/Hydros) .....	N	\$28.15	\$28.51	\$29.06		\$29.48			
J01318	Maintenance Technician - Electrical (Evening Crew) .....	N	\$28.15	\$28.51	\$29.06		\$29.48			
J01313	Maintenance Technician - Mechanical .....	N	\$26.68	\$27.03	\$27.44		\$27.77			
J01308-J01311	Maintenance Technician - Mechanical Apprentice .....		(See Apprentice Schedule)							
J01325	Maintenance Technician - Mechanical (Evening) .....	N	\$26.68	\$27.03	\$27.44		\$27.77			
J01327	Maintenance Technician - Mechanical (Night) .....	N	\$26.68	\$27.03	\$27.44		\$27.77			
J01312	Maintenance Technician - Mechanical - Welding .....	N	\$27.14	\$27.49	\$27.92		\$28.29			
J01324	Maintenance Technician - Mechanical - Welding (Evening) .....	N	\$27.14	\$27.49	\$27.92		\$28.29			

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**MAINTENANCE (CONT.)**

NO.	POSITION		(Each step represents a six-month increment)							
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01326	Maintenance Technician - Mechanical - Welding (Night)	N	\$27.14	\$27.49	\$27.92		\$28.29			
J01306	Maintenance Technician - Mechanical/Combustion Turbine Technician	N	\$26.07	\$26.54	\$27.00	\$27.44	\$27.89	\$28.34		\$28.77
J01291	Master Maintenance Electrician**	N	\$29.77	\$30.10	\$30.62		\$31.00			
J01295	Master Maintenance Electrician (Evening)**	N	\$29.77	\$30.10	\$30.62		\$31.00			
J01288	Master Maintenance Instrument and Control**	N	\$29.77	\$30.10	\$30.62		\$31.00			
J01287	Master Maintenance Instrument and Control (ND/RR)**	N	\$29.77	\$30.10	\$30.62		\$31.00			
J01294	Master Maintenance Technician (Rock River)**	N	\$30.18	\$30.52	\$31.05		\$31.44			
J01292	Master Maintenance Technician - Electrical**	N	\$30.18	\$30.52	\$31.05		\$31.44			
J01296	Master Maintenance Technician - Electrical (Evening Crew)**	N	\$30.18	\$30.52	\$31.05		\$31.44			
J01286	Master Maintenance Technician - Mechanical (Large Crew)**	N	\$29.95	\$30.36	\$30.76		\$31.16			
J01299	Master Maintenance Technician - Mechanical (Large Crew) (Evening)**	N	\$29.95	\$30.36	\$30.76		\$31.16			
J01301	Master Maintenance Technician - Mechanical (Large Crew) (Night)**	N	\$29.95	\$30.36	\$30.76		\$31.16			
J01285	Master Maintenance Technician - Mechanical (Large Crew) - Welding**	N	\$30.40	\$30.77	\$31.27		\$31.69			
J01298	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Evening)**	N	\$30.40	\$30.77	\$31.27		\$31.69			
J01300	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Night)**	N	\$30.40	\$30.77	\$31.27		\$31.69			
J01290	Master Maintenance Technician - Mechanical (Small Crew)**	N	\$28.81	\$29.21	\$29.52		\$30.26			
J01303	Master Maintenance Technician - Mechanical (Small Crew) (Evening)**	N	\$28.81	\$29.21	\$29.52		\$30.26			
J01305	Master Maintenance Technician - Mechanical (Small Crew) (Night)**	N	\$28.81	\$29.21	\$29.52		\$30.26			
J01289	Master Maintenance Technician - Mechanical (Small Crew) - Welding**	N	\$29.39	\$29.82	\$30.11		\$30.81			
J01302	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Evening)**	N	\$29.39	\$29.82	\$30.11		\$30.81			
J01304	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Night)**	N	\$29.39	\$29.82	\$30.11		\$30.81			

\*\*Supervisory position

# RESULTS - LABORATORY

RESULTS - LABORATORY			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01280-J01282	Laboratory & Instrument Control Apprentice .....		(See Apprentice Schedule)							
J01283	Laboratory Technician .....	N	\$23.99	\$24.33	\$24.71		\$25.04			
J01284	Laboratory Technician Apprentice .....		(See Apprentice Schedule)							
J01277	Master Laboratory Technician** .....	N	\$26.45	\$26.77	\$27.15		\$27.53			

## HYDRO PLANTS

J01357	Chief Hydro Mechanic (PDS-KIL)** .....	N	\$27.08	\$27.60	\$28.10	\$28.63	\$29.00	\$29.38		\$29.78
J01360	Chief Hydro Mechanic - Welding (PDS-KIL)** .....	N	\$27.77	\$28.50	\$28.80	\$29.36	\$29.75	\$30.13		\$30.55
J01355	Maintenance Operator Technician (PDS-KIL) .....	N/S	\$23.85	\$24.38	\$24.90	\$25.37	\$25.76	\$26.18		\$26.56
J01356	Maintenance Operator Technician - Welding (PDS-KIL) .....	N/S	\$24.42	\$24.91	\$25.42	\$25.94	\$26.32	\$26.74		\$27.12

## MISCELLANEOUS

J01261	Planner/Scheduler .....	N	\$26.42	\$26.93	\$27.46	\$27.99	\$28.58	\$29.02		\$29.49
J01262	Plant Safety Coordinator .....	N	\$24.72	\$25.27	\$25.75	\$26.29	\$26.60	\$27.02		\$27.40

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.



# General Office - Physical Positions

## BUILDING

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01127	General Office Materials Handler*	N	\$16.22	\$16.72	\$17.24	\$17.73	\$18.01	\$18.32		\$18.61
J01126	General Office Services Worker*	N	\$16.22	\$16.72	\$17.24	\$17.73	\$18.01	\$18.32		\$18.61

## ENGINEERING

J01109	Electrical Protective Equipment Technician**	N	\$24.46	\$24.95	\$25.46	\$26.00	\$26.45	\$26.93		\$27.14
J01108	Electrical Protective Equipment Tester	N	\$23.95	\$24.47	\$24.96	\$25.47	\$25.99	\$26.43		\$26.67
J01106	Electrical Technician	N	\$28.92	\$29.44	\$29.93	\$30.45	\$30.77	\$31.21		\$31.59
J02848	Lead Relay and Electrical Technician	N	\$30.52	\$31.08	\$31.60	\$32.13	\$32.48	\$32.94		\$33.34
J01105	Meter Laboratory Technician	N	\$26.68	\$27.18	\$27.73	\$28.23	\$28.63	\$28.90		\$29.42
J01107	Relay Technician	N	\$28.30	\$28.83	\$29.36	\$29.85	\$30.26	\$30.75		\$31.15
J01101	Surveyor I**	N	\$26.23	\$26.74	\$27.22	\$27.77	\$28.34	\$28.77		\$29.24
J01102	Surveyor II	N	\$22.06	\$22.57	\$23.10	\$23.62	\$24.04	\$24.35		\$24.62
J01103	Surveyor Aid I	N	\$18.97	\$19.47	\$20.00	\$20.48	\$20.88	\$21.22		\$21.43
J01104	Surveyor Aid II	N	\$18.53	\$17.06	\$17.55	\$18.06	\$18.35	\$18.72		\$18.87

## FORMS - SHIPPING AND RECEIVING

J01098	Forms Shipping and Receiving Worker	N	\$16.22	\$16.56	\$16.91	\$17.25	\$17.59	\$17.93	\$18.27	\$18.61
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## LOAD DISPATCHING

J01110	Load Dispatcher	S	\$29.82	\$30.33	\$30.84	\$31.35	\$31.59	\$31.97		\$32.45
J01111	SOC Control Technician	N/S	\$26.30	\$26.79	\$27.32	\$27.84	\$28.27	\$28.63		\$29.00

\*Starting or entry level position

\*\*Supervisory position

## MAIL SERVICES

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01100	Automated Mail Processor .....	N	\$14.62	\$15.61	\$16.52	\$17.41	\$18.30	\$18.68	\$19.26	\$19.77
J01099	Lead Automated Mail Processor** .....	N	\$17.09	\$18.68	\$19.02	\$19.91	\$20.75	\$21.60	\$22.23	\$22.32
J01092	Courier Driver* .....	N	\$18.97	\$19.62	\$20.20	\$20.85	\$21.10	\$21.52		\$21.75
J01093	Relief Courier Driver* .....	N	\$18.97	\$19.62	\$20.20	\$20.85	\$21.10	\$21.52		\$21.75

## PRINTING SERVICES

J01097	Bindery Operator .....	N	\$12.85	\$13.59	\$14.31	\$15.03	\$15.76	\$16.48	\$17.20	\$17.93
J01094	Lead Offset Press Operator** .....	N	\$17.09	\$17.87	\$18.64	\$19.43	\$20.20	\$20.98	\$21.75	\$22.55
J01095	Offset Press Operator I .....	N	\$15.49	\$16.25	\$17.06	\$17.84	\$18.61	\$19.39	\$20.17	\$20.95
J01096	Offset Press Operator II .....	N	\$14.62	\$15.61	\$16.52	\$17.41	\$18.30	\$18.68	\$19.26	\$19.77

## TELECOMMUNICATIONS

J01091	Telecommunications Technician .....	N	\$24.17	\$24.67	\$25.21	\$25.71	\$26.24	\$26.75		\$27.32
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\*Starting or entry level position

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

# APPRENTICE SCHEDULE

NO.	POSITION	
J01160	Electric Meter Technician Apprentice-1st Year***	\$21.59
J01159	Electric Meter Technician Apprentice-2nd Year***	\$22.70
J01158	Electric Meter Technician Apprentice-3rd Year***	\$23.80
J01157	Electric Meter Technician Apprentice-4th Year***	\$24.91
J01211	Electrician Apprentice-1st Year***	\$22.53
J01210	Electrician Apprentice-2nd Year***	\$23.69
J01209	Electrician Apprentice-3rd Year***	\$24.85
J01208	Electrician Apprentice-4th Year***	\$26.00
J01249	Engineering Technician Apprentice-1st Year***	\$21.12
J01248	Engineering Technician Apprentice-2nd Year***	\$22.21
J01247	Engineering Technician Apprentice-3rd Year***	\$23.29
J01246	Engineering Technician Apprentice-4th Year***	\$24.37
J01123	Garage Mechanic Apprentice-1st Year***	\$20.27
J01122	Garage Mechanic Apprentice-2nd Year***	\$21.31
J01121	Garage Mechanic Apprentice-3rd Year***	\$22.35
J01120	Garage Mechanic Apprentice-4th Year***	\$23.39
J01125	Garage Mechanic II Apprentice-1st Year***	\$19.44
J01124	Garage Mechanic II Apprentice-2nd Year***	\$20.35
J01177	Gas Meter Technician Apprentice-1st Year***	\$20.85
J01176	Gas Meter Technician Apprentice-2nd Year***	\$21.82
J01173	Gas Metering Specialist Apprentice-1st Year***	\$22.22
J01172	Gas Metering Specialist Apprentice-2nd Year***	\$23.31
J01171	Gas Metering Specialist Apprentice-3rd Year***	\$24.39
J01241	Gas Technician Apprentice-1st Year***	\$20.63
J01242	Gas Technician Apprentice-2nd Year***	\$21.64
J01243	Gas Technician Apprentice-3rd Year***	\$22.64
J01284	Laboratory Technician Apprentice-1st Year (6)	\$22.54
J01138	Line Apprentice-1st Year***	\$21.89
J01137	Line Apprentice-2nd Year***	\$23.02
J01136	Line Apprentice-3rd Year***	\$24.14
J01135	Line Apprentice-4th Year***	\$25.26

NO.	POSITION	
J01152	Line Clearance Apprentice-1st Year***	\$20.94
J01151	Line Clearance Apprentice-2nd Year***	\$21.92
J01344	Maintenance Electrician Apprentice-1st Year***	\$22.53
J01343	Maintenance Electrician Apprentice-2nd Year***	\$23.69
J01342	Maintenance Electrician Apprentice-3rd Year***	\$24.85
J01341	Maintenance Electrician Apprentice-4th Year***	\$26.00
J01348	Maintenance Instrument and Control Apprentice-1st Year***	\$22.53
J01347	Maintenance Instrument and Control Apprentice-2nd Year***	\$23.69
J01346	Maintenance Instrument and Control Apprentice-3rd Year***	\$24.85
J01345	Maintenance Instrument and Control Apprentice-4th Year***	\$26.00
J01350	Maint. Instrument and Control Apprentice (RR/ND)-1st Year***	\$23.69
J01349	Maint. Instrument and Control Apprentice (RR/ND)-2nd Year***	\$24.85
J02843	Maint. Instrument and Control Apprentice (RR/ND)-3rd Year***	\$26.00
J01354	Maintenance Technician - Electrical Apprentice-1st Year***	\$22.99
J01353	Maintenance Technician - Electrical Apprentice-2nd Year***	\$24.17
J01352	Maintenance Technician - Electrical Apprentice-3rd Year***	\$25.35
J01351	Maintenance Technician - Electrical Apprentice-4th Year***	\$26.53
J01311	Maintenance Technician - Mechanical Apprentice-1st Year (7)	\$22.07
J01310	Maintenance Technician - Mechanical Apprentice-2nd Year (7)	\$23.20
J01309	Maintenance Technician - Mechanical Apprentice-3rd Year (7)	\$24.33
J01308	Maintenance Technician - Mechanical Apprentice-4th Year (7)	\$25.46
J01233	Regulation Technician Apprentice-1st Year***	\$21.07
J01234	Regulation Technician Apprentice-2nd Year***	\$22.09
J01235	Regulation Technician Apprentice-3rd Year***	\$23.12
J01189	Service Technician Apprentice-1st Year***	\$20.58
J01188	Service Technician Apprentice-2nd Year***	\$21.54
J01164	Single Phase Meter Apprentice-1st Year***	\$20.18
J01163	Single Phase Meter Apprentice-2nd Year***	\$21.11
J01134	Utility Technician Apprentice-1st Year***	\$21.65
J01133	Utility Technician Apprentice-2nd Year***	\$22.65

\*\*\*Apprentice program rates are based on the maximum Journeyman rate:

Four Year: 78%—1st year, 82%—2nd year, 86%—3rd year, 90%—4th year.  
 Three Year: 82%—1st year, 86%—2nd year, 90%—3rd year.  
 Two Year: 86%—1st year, 90%—2nd year.

[6] Rate based at 90% of maximum Journeyman rate.

[7] Rate based on the maximum rate for position J01312.

**ARTICLE XXXVII—WAGE SCHEDULE FOR CLERICAL POSITIONS**  
**05/18/03-11/27/04**  
**Field Clerical Positions**

**ACCOUNTING AND CUSTOMER RELATIONS**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01072	Customer Service Representative ...	\$12.43	\$12.94	\$13.44	\$13.96	\$14.30	\$14.71	\$15.10	\$15.47	\$15.89	\$16.27		\$16.75		\$17.28		\$17.61	\$17.98
J01071	Senior Customer Service Representative** .....	\$19.30	\$19.77	\$20.26	\$20.79	\$21.13	\$21.48	\$21.87	\$22.25	\$22.57	\$22.95	\$23.32	\$23.67		\$24.03			

**ENGINEERING**

J01073	Area Operations Representative .....	\$12.43	\$12.94	\$13.44	\$13.96	\$14.30	\$14.71	\$15.10	\$15.47	\$15.89	\$16.27		\$16.75		\$17.28		\$17.61	\$17.98
J01080	Assistant Project Designer .....	\$14.67	\$15.11	\$15.52	\$15.94	\$16.37	\$16.77	\$17.20	\$17.64	\$18.06	\$18.46		\$18.92		\$19.32		\$19.73	\$20.15
J01081	Map Drafter I .....	\$14.67	\$15.18	\$15.67	\$16.15	\$16.52	\$16.91	\$17.28	\$17.62	\$18.00	\$18.39	\$18.76	\$19.14		\$19.73		\$20.15	
J01082	Map Drafter II* .....	\$10.78	\$11.30	\$11.79	\$12.31	\$12.73	\$13.15	\$13.64	\$14.07	\$14.54	\$15.00	\$15.44		\$15.90		\$16.37		\$17.55
J01083	Technical Assistant .....	\$19.31	\$19.78	\$20.28	\$20.80	\$21.20	\$21.60	\$21.99	\$22.41	\$22.81	\$23.21	\$23.64	\$24.03		\$24.39			

**STORES**

J01075	Area Stores Clerk .....	\$15.39	\$15.89	\$16.37	\$16.86	\$17.28	\$17.67	\$18.07	\$18.45	\$18.92	\$19.27	\$19.68		\$20.22		\$20.65		
J01074	Senior Area Stores Clerk .....	\$20.03	\$20.50	\$21.00	\$21.49	\$21.89	\$22.28	\$22.67	\$23.07	\$23.46	\$23.85	\$24.30	\$24.67		\$25.01			
J01077	Sourcing Buyer Assistant .....	\$15.39	\$15.89	\$16.37	\$16.86	\$17.28	\$17.67	\$18.07	\$18.45	\$18.92	\$19.27	\$19.68		\$20.22		\$20.61		
J01078	Sourcing Inventory Assistant .....	\$15.39	\$15.89	\$16.37	\$16.86	\$17.28	\$17.67	\$18.07	\$18.45	\$18.92	\$19.27	\$19.68		\$20.22		\$20.61		

**GENERAL**

J01084	Clerk .....	\$11.60	\$12.07	\$12.58	\$13.10	\$13.47	\$13.81	\$14.19	\$14.58	\$14.90	\$15.30		\$15.74		\$16.23		\$16.72	\$17.19
J01086	Clerk-Stenographer .....	\$12.00	\$12.47	\$12.97	\$13.47	\$13.81	\$14.15	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55

\*Starting or entry level position      \*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

# General Office Clerical Positions

## ACCOUNTING AND TREASURY

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01006	Accounting Clerk .....	\$16.44	\$16.96	\$17.45	\$17.94	\$18.33	\$18.67	\$19.02	\$19.38	\$19.73	\$20.13	\$20.48		\$21.09		\$21.31		
J01011	Assistant Work Order Technician ..	\$15.27	\$15.74	\$16.25	\$16.73	\$17.11	\$17.52	\$17.92	\$18.33	\$18.68	\$19.09	\$19.46		\$20.05		\$20.47		
J01005	Senior Accounting Clerk .....	\$19.46	\$19.98	\$20.46	\$20.94	\$21.33	\$21.73	\$22.13	\$22.53	\$22.90	\$23.28	\$23.67	\$24.05		\$24.42			
J01008	Treasury Clerk .....	\$16.44	\$16.96	\$17.45	\$17.94	\$18.33	\$18.67	\$19.02	\$19.38	\$19.73	\$20.13	\$20.48		\$21.09		\$21.31		
J01010	Work Order Technician .....	\$20.03	\$20.50	\$21.00	\$21.49	\$21.89	\$22.28	\$22.67	\$23.07	\$23.46	\$23.85	\$24.30	\$24.67		\$25.01			

## CUSTOMER ACCOUNTING

J01030	Customer Billing Representative .....	\$20.03	\$20.50	\$21.00	\$21.49	\$21.89	\$22.28	\$22.65	\$23.02	\$23.38	\$23.79	\$24.12	\$24.52		\$24.90			
J01028	Lead Remittance Processor** .....	\$17.09	\$17.58	\$18.08	\$18.60	\$19.02	\$19.46	\$19.91	\$20.30	\$20.75	\$21.19	\$21.60		\$22.23		\$22.32		
J01029	Remittance Processor .....	\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55

## DATA PROCESSING

J01025	Data Entry Operator I .....		\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55
J01026	Information Technology Operator ... S		\$17.37	\$17.87	\$18.34	\$18.86	\$19.19	\$19.51	\$19.91	\$20.24	\$20.59	\$20.91	\$21.28		\$21.92		\$22.03		
J01024	Lead Data Entry Operator** .....		\$16.52	\$17.04	\$17.52	\$17.99	\$18.33	\$18.60	\$18.92	\$19.19	\$19.47	\$19.76	\$20.09		\$20.69		\$21.03		
J01020	Relief Data Processing Equipment Operator .....	S	\$17.37	\$17.87	\$18.34	\$18.86	\$19.19	\$19.51	\$19.91	\$20.24	\$20.59	\$20.91	\$21.28		\$21.92		\$22.03		
J01022	Relief Information Services Control Clerk .....	N/S	\$13.60	\$14.06	\$14.58	\$15.04	\$15.51	\$15.92	\$16.36	\$16.76	\$17.24	\$17.61		\$18.15		\$18.69		\$18.75	\$18.82
J01027	Relief Information Technology Operator .....	S	\$17.37	\$17.87	\$18.34	\$18.86	\$19.19	\$19.51	\$19.91	\$20.24	\$20.59	\$20.91	\$21.28		\$21.92		\$22.03		

\*\*Supervisory Position

**ENGINEERING**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01042	CADD Technical Support Specialist (Civil) .....	\$21.95	\$22.45	\$22.95	\$23.43	\$23.81	\$24.28	\$24.64	\$25.04	\$25.40	\$25.88	\$26.28	\$26.69		\$26.93			
J01041	CADD Technical Support Specialist (Electric) .....	\$21.95	\$22.45	\$22.95	\$23.43	\$23.81	\$24.28	\$24.64	\$25.04	\$25.40	\$25.88	\$26.28	\$26.69		\$26.93			
J01037	CADD Technician I (Civil) .....	\$21.47	\$21.97	\$22.46	\$22.97	\$23.36	\$23.79	\$24.17	\$24.60	\$24.96	\$25.37	\$25.77	\$26.21		\$26.45			
J01036	CADD Technician I (Electric) .....	\$21.47	\$21.97	\$22.46	\$22.97	\$23.36	\$23.79	\$24.17	\$24.60	\$24.96	\$25.37	\$25.77	\$26.21		\$26.45			
J01039	CADD Technician II (Civil) .....	\$19.43	\$19.93	\$20.42	\$20.91	\$21.31	\$21.72	\$22.13	\$22.53	\$22.90	\$23.29	\$23.68	\$24.08		\$24.46			
J01038	CADD Technician II (Electric) .....	\$19.43	\$19.93	\$20.42	\$20.91	\$21.31	\$21.72	\$22.13	\$22.53	\$22.90	\$23.29	\$23.68	\$24.08		\$24.46			
J01040	CADD Technician III .....	\$15.03	\$15.53	\$16.02	\$16.52	\$16.91	\$17.28	\$17.62	\$18.06	\$18.44	\$18.82	\$19.19		\$19.77		\$20.18		
J01035	Drafter III .....	\$15.03	\$15.53	\$16.02	\$16.52	\$16.91	\$17.28	\$17.62	\$18.06	\$18.44	\$18.82	\$19.19		\$19.77		\$20.18		
J01044	Electric Systems Clerk .....	\$14.92	\$15.36	\$15.82	\$16.27	\$16.72	\$17.17	\$17.62	\$18.07	\$18.53	\$18.97	\$19.41		\$19.85		\$20.35		
J01043	Engineering Records Clerk .....	\$14.58	\$15.04	\$15.57	\$16.06	\$16.43	\$16.82	\$17.25	\$17.61	\$18.01	\$18.40	\$18.82		\$19.38		\$19.92		
J01052	Geographic Information System and Dispatch Technician .....	\$19.31	\$19.78	\$20.28	\$20.80	\$21.20	\$21.60	\$21.99	\$22.41	\$22.81	\$23.21	\$23.64	\$24.03		\$24.39			
J01051	Geographic Information System Representative .....	\$14.58	\$15.04	\$15.57	\$16.06	\$16.43	\$16.82	\$17.25	\$17.61	\$18.01	\$18.40	\$18.82		\$19.38		\$19.92		
J02497	Geographic Information System Technician .....	\$19.31	\$19.78	\$20.28	\$20.80	\$21.20	\$21.60	\$21.99	\$22.41	\$22.81	\$23.21	\$23.64	\$24.03		\$24.39			
J02493	Lead Geographic Information System Technician** .....	\$21.19	\$21.64	\$22.13	\$22.67	\$23.07	\$23.46	\$23.85	\$24.29	\$24.67	\$25.08	\$25.49	\$25.88		\$26.24			
J01047	System Protection Technician .....	\$20.03	\$20.50	\$21.00	\$21.49	\$21.89	\$22.28	\$22.67	\$23.07	\$23.46	\$23.85	\$24.30	\$24.67		\$25.01			
J01046	Technical Assistant .....	\$19.31	\$19.78	\$20.28	\$20.80	\$21.20	\$21.60	\$21.99	\$22.41	\$22.81	\$23.21	\$23.64	\$24.03		\$24.39			
J01045	Transmission Technician .....	\$21.19	\$21.65	\$22.16	\$22.64	\$23.07	\$23.42	\$23.83	\$24.18	\$24.64	\$25.02	\$25.39	\$25.78		\$26.12			

**HELP DESK**

J01016	Client Service Specialist I .....	\$19.14	\$19.65	\$20.09	\$20.52	\$20.97	\$21.44	\$21.86	\$22.32	\$22.77	\$23.23		\$23.76					
J01017	Client Service Specialist II .....	\$17.44	\$17.93	\$18.39	\$18.86	\$19.28	\$19.70	\$20.11	\$20.53	\$20.94	\$21.37	\$21.82		\$22.55		\$22.66		
J01019	Relief Client Service Specialist .....	\$19.14	\$19.65	\$20.09	\$20.52	\$20.97	\$21.44	\$21.86	\$22.32	\$22.77	\$23.23		\$23.76					

\*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

**MAIL CENTER**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J02879	Lead Mail Center Coordinator**	\$16.45	\$17.14	\$17.59	\$18.27	\$18.74	\$19.42	\$19.68	\$20.33	\$21.02	\$21.48		\$22.18		\$22.85			
J01063	Mail Center Coordinator	\$14.29	\$14.80	\$15.30	\$15.79	\$16.30	\$16.75	\$17.26	\$17.73	\$18.27	\$18.72		\$19.30		\$19.81			

**MATERIALS MANAGEMENT AND FUEL SERVICES**

J01033	Materials Management Clerk	\$12.36	\$12.85	\$13.37	\$13.86	\$14.38	\$14.91	\$15.44	\$15.97	\$16.52	\$17.07		\$17.58		\$18.10		\$18.24	\$18.35
J01034	Senior Fuel Services Clerk	\$15.27	\$15.74	\$16.25	\$16.73	\$17.11	\$17.52	\$17.92	\$18.33	\$18.68	\$19.09	\$19.46		\$20.05		\$20.47		

**REAL ESTATE**

J01070	Real Estate Technical Assistant	\$17.80	\$18.27	\$18.69	\$19.12	\$19.54	\$20.00	\$20.41	\$20.84	\$21.27	\$21.69	\$22.11	\$22.55		\$22.99			
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**RECORDS**

J01054	Records Clerk	\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55
J01053	Senior Records Clerk	\$16.58	\$17.09	\$17.58	\$18.07	\$18.44	\$18.80	\$19.14	\$19.49	\$19.84	\$20.20	\$20.57		\$21.21		\$21.41		

**SHAREOWNER SERVICES**

J01004	Shareowner Services Representative	\$13.67	\$14.19	\$14.65	\$15.15	\$15.57	\$15.95	\$16.37	\$16.77	\$17.20	\$17.61	\$18.07		\$18.62		\$19.16		\$19.32
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**MISCELLANEOUS**

J01069	Administrative Services Clerk	\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55
J01065	Clerk	\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55
J01068	Corporate Receptionist	\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55
J01023	Document Management Technician	\$16.86	\$17.37	\$17.87	\$18.34	\$18.72	\$19.14	\$19.55	\$20.03	\$20.41		\$21.02		\$21.23				
J01060	Graphics Technician I	\$14.92	\$15.41	\$15.92	\$16.41	\$16.93	\$17.38	\$17.90	\$18.36	\$18.87	\$19.37		\$19.97		\$20.37			
J01059	Graphics Technician II	\$13.67	\$14.19	\$14.65	\$15.15	\$15.64	\$16.13	\$16.63	\$17.09	\$17.59	\$18.07		\$18.62		\$19.16		\$19.26	\$19.32
J03634	Lead Graphics Technician**	\$17.61	\$18.27	\$18.73	\$19.17	\$19.61	\$20.06	\$20.51	\$20.95	\$21.39		\$22.07		\$22.29				
J01067	Stenographer-Receptionist	\$12.39	\$12.89	\$13.38	\$13.87	\$14.26	\$14.62	\$15.00	\$15.36	\$15.70	\$16.08		\$16.56		\$17.06		\$17.45	\$17.87
J01064	Word Processor-Operator	\$12.01	\$12.51	\$12.98	\$13.49	\$13.83	\$14.19	\$14.53	\$14.86	\$15.25	\$15.61		\$16.07		\$16.53		\$17.05	\$17.55

\*\*Supervisory position

# **ARTICLE XXXVI—WAGE SCHEDULE FOR PHYSICAL POSITIONS** **11/28/04-11/26/05**

## **ENGINEERING**

ENGINEERING			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01245	Engineering Technician .....	N	\$25.98	\$26.49	\$26.93	\$27.40	\$27.96			
J01246-J01249	Engineering Technician Apprentice .....		(See Apprentice Schedule)							
J01244	Lead Engineering Technician** .....	N	\$25.83	\$26.71	\$27.58	\$28.41	\$29.37			

## **GARAGE**

J01115	Garage Mechanic .....	N	\$25.72	\$26.10	\$26.50		\$26.83			
J01116	Garage Mechanic (Evening) .....	N	\$25.72	\$26.10	\$26.50		\$26.83			
J01120-J01123	Garage Mechanic Apprentice .....		(See Apprentice Schedule)							
J01117	Garage Mechanic Helper .....	N	\$17.91	\$18.56	\$19.23	\$19.90	\$20.23	\$20.75		\$21.32
J01119	Garage Mechanic Helper (Evening) .....	N	\$17.91	\$18.56	\$19.23	\$19.90	\$20.23	\$20.75		\$21.32
J01112	Garage Mechanic II .....	N	\$22.36	\$22.69	\$23.02		\$23.34			
J01118	Garage Parts Storekeeper .....	N	\$22.03	\$22.58	\$23.10	\$23.65	\$23.95	\$24.48		\$24.88
J01113	Master Garage Mechanic** .....	N	\$27.54	\$27.81	\$28.08		\$28.67			
J01114	Master Garage Mechanic (Evening)** .....	N	\$27.54	\$27.81	\$28.08		\$28.67			

## **GAS AND WATER**

J01239	Chief Corrosion Technician** .....	N	\$28.00	\$28.30	\$28.88		\$29.17			
J01240	Chief Corrosion Technician - Welding** (1) .....	N	\$28.52	\$28.82	\$29.40		\$29.69			
J01228	Chief Gas Technician (Large Crew)** .....	N	\$28.46	\$28.74	\$29.34		\$29.64			
J01229	Chief Gas Technician (Large Crew) - Welding** (2) .....	N	\$28.98	\$29.25	\$29.66		\$30.16			

\*\*Supervisory position

(1) Rate established above rate for J01239 by amount of welding premium.

(2) Rate established above rate for J01228 by amount of welding premium.



## GAS AND WATER (cont.)

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01230	Chief Gas Technician (Small Crew)**	N	\$28.00	\$28.30	\$28.88		\$29.17			
J01231	Chief Gas Technician (Small Crew) - Welding** (3)	N	\$28.52	\$28.82	\$29.40		\$29.69			
J01238	Gas Technician	N	\$24.95	\$25.20	\$25.72		\$25.98			
J01237	Gas Technician - Welding	N	\$26.02	\$26.57	\$26.83		\$27.10			
J01241-J01243	Gas Technician Apprentice		(See Apprentice Schedule)							
J01236	Lead Regulation Technician**	N	\$27.22	\$27.51	\$28.07		\$28.35			
J01232	Regulation Technician	N	\$25.19	\$25.73	\$25.99		\$26.52			
J01233-J01235	Regulation Technician Apprentice		(See Apprentice Schedule)							

## LINE AND RELATED

J01149	Chief Line Clearance Technician**	N	\$26.83	\$27.15	\$27.55		\$28.03			
J01129	Chief Line Technician (Small Crew)**	N				\$30.58				
J01141	Heavy-Duty Earth Borer Operator	N	\$22.02	\$22.57	\$23.09	\$23.63	\$23.88	\$24.39		\$24.82
J01154	Infrared Technician	N	\$24.53	\$25.08	\$25.66	\$26.14	\$26.68	\$27.24		\$27.75
J03783	Lead Line Technician	N	\$30.75	\$31.18		\$31.56				
J01135-J01138	Line Apprentice		(See Apprentice Schedule)							
J01151-J01152	Line Clearance Apprentice		(See Apprentice Schedule)							
J02849	Line Clearance Specialist	N	\$27.36	\$27.68	\$28.07		\$28.60			
J01150	Line Clearance Technician	N	\$23.88	\$24.08	\$24.67		\$25.14			
J01153	Line Clearance Truck Operator	N	\$19.43	\$19.98	\$20.48	\$21.03	\$21.22	\$21.65		\$21.91
J01130	Line Crew Leader**	N	\$29.15	\$29.48		\$29.84				
J01139	Line Equipment Operator	N	\$21.50	\$22.00	\$22.54	\$23.06	\$23.37	\$23.68		\$23.98

\*\*Supervisory position

(3) Rate established above rate for J01230 by amount of welding premium.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

## LINE AND RELATED (Cont.)

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01142	Line Patroller .....	N	\$22.22	\$22.75	\$23.28	\$23.80	\$24.32	\$24.77		\$25.12
J01131	Line Technician .....	N	\$28.08	\$28.52		\$28.98				
J01140	Line Truck Operator .....	N	\$20.88	\$21.42	\$21.95	\$22.46	\$22.74	\$23.06		\$23.27
J01145	Local Representative (Electric)** .....	N	\$28.74	\$29.03	\$29.25		\$29.58			
J01146	Local Representative (Gas & Electric)** (4) .....	N	\$29.17	\$29.47	\$29.69		\$30.02			
J01148	Local Service Gas Representative** .....	N	\$27.54	\$27.91	\$28.29		\$28.68			
J01147	Local Service Representative** .....	N	\$27.54	\$27.91	\$28.29		\$28.68			
J01143	Trouble and Service Technician (Electric) .....	N	\$28.19	\$28.77		\$28.98				
J01144	Trouble and Service Technician (Gas & Electric) (4) .....	N	\$28.61	\$29.20		\$29.41				
J01132	Utility Technician .....	N	\$25.21	\$25.60		\$25.99				
J01133-J01134	Utility Technician Apprentice .....		(See Apprentice Schedule)							

## METERING

J01161	Chief Electric Meter Technician** .....	N	\$28.68	\$29.23	\$29.67		\$30.19			
J01155	Electric Meter Technician .....	N	\$27.36	\$27.55	\$27.96		\$28.58			
J01157-J01160	Electric Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01175	Gas Meter Technician .....	N	\$24.31	\$24.54	\$24.82		\$25.03			
J01176-J01177	Gas Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01169	Gas Metering Specialist** .....	N	\$26.48	\$26.98	\$27.46		\$27.98			
J01171-J01173	Gas Metering Specialist Apprentice .....		(See Apprentices Schedule)							
J01170	Gas Metering Specialist - Welding** .....	N	\$26.92	\$27.15	\$27.38		\$27.67			
J01174	Instrument and Meter Repair Technician .....	N	\$26.48	\$26.71	\$26.94		\$27.69			

\*\*Supervisory position

(4) Rate is established at 1.5% above the rate shown for electric position.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**METERING (cont.)**

NO.	POSITION		(Each step represents a six-month increment)							
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01156	Lead Electric Meter Technician .....	N	\$28.58	\$28.72	\$29.16		\$29.89			
J01163-J01164	Single Phase Meter Apprentice .....		(See Apprentice Schedule)							
J01162	Single Phase Meter Tester .....	N	\$23.34	\$23.59	\$23.80		\$24.22			
J01178	Water Meter Technician .....	N	\$22.34	\$22.88	\$23.39	\$23.94	\$24.27	\$24.50		\$25.03

**SERVICE**

J01179	Lead Service Technician** .....	N	\$29.21	\$29.62		\$30.03				
J02476	Service and Relief Dispatcher .....	N	\$20.45	\$20.99	\$21.62	\$22.14	\$22.46	\$22.87		\$23.07
J01190	Service Dispatcher .....	N	\$18.50	\$18.99	\$19.56	\$20.04	\$20.32	\$20.68		\$20.87
J01181	Service Specialist (Gas & Electric) .....	N	\$27.03	\$27.41		\$27.82				
J01183	Service Technician .....	N	\$24.04	\$24.39		\$24.71				
J01188-J01189	Service Technician Apprentice .....		(See Apprentice Schedule)							
J01184	Service Worker .....	N	\$20.52	\$20.96	\$21.39	\$21.83	\$22.26	\$22.69		\$23.13

**STORES**

J01197	Area Stores Equipment Operator .....	N	\$21.27	\$21.81	\$22.32	\$22.83	\$23.12	\$23.44		\$23.64
J01196	Area Stores Material Handler .....	N	\$19.43	\$19.98	\$20.48	\$21.03	\$21.27	\$21.65		\$21.94
J01199	Area Stores Semi-Truck Driver .....	N	\$21.82	\$22.34	\$22.85	\$23.39	\$23.82	\$23.97		\$24.36
J01200	Area Stores Truck - Crane Operator .....	N	\$22.69	\$23.20	\$23.76	\$24.27	\$24.53	\$25.07		\$25.39
J01198	Area Stores Truck Driver .....	N	\$19.78	\$20.33	\$20.84	\$21.36	\$21.79	\$21.96		\$22.33
J01195	Chief Area Storekeeper** .....	N	\$25.43	\$25.96	\$26.49	\$26.99	\$27.41	\$27.62		\$28.10
J01194	Chief Area Storekeeper (Large Crew)** .....	N	\$26.20	\$26.69	\$27.14	\$27.61	\$28.05	\$28.52		\$28.98
J01204	Chief Plant Material Handler** .....	N	\$22.84	\$23.39	\$23.94	\$24.51	\$25.03	\$25.56		\$26.11
J01193	Lead Area Stores Material Handler (Evening)** .....	N	\$20.51	\$21.07	\$21.62	\$22.19	\$22.43	\$22.84		\$23.14
J01192	Local Material Coordinator .....	N	\$22.03	\$22.58	\$23.10	\$23.65	\$23.95	\$24.48		\$24.88

\*\*Supervisory position

# SUBSTATION CONSTRUCTION & MAINTENANCE

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01213	Chief Concrete Technician**	N	\$24.63	\$25.17	\$25.71	\$26.19	\$26.73	\$26.96		\$27.50
J01206	Chief Electrician**	N	\$31.58	\$32.01		\$32.46				
J01205	Electric Equipment Maintenance Specialist**	N	\$31.36	\$31.76	\$32.19		\$32.48			
J01207	Electrician	N	\$28.90	\$29.35		\$29.83				
J01208-J01211	Electrician Apprentice		(See Apprentice Schedule)							
J01212	Electrician's Helper	N	\$19.61	\$20.14	\$20.68	\$21.18	\$21.54	\$21.89		\$22.13
J01214	Filtering Equipment Operator	N	\$22.12	\$22.63	\$23.17	\$23.72	\$23.98	\$24.53		\$25.07
J01215	Heavy Trailer-Truck Driver	N	\$22.89	\$23.40	\$23.95	\$24.48	\$24.82	\$25.32		\$25.66
J01216	Truck-Crane Operator (Heavy Duty)	N	\$22.89	\$23.40	\$23.95	\$24.48	\$24.82	\$25.32		\$25.66

## SUBSTATION OPERATION

J01218	Chief Water Works Operator	N/S	\$25.96	\$26.49	\$26.99	\$27.55	\$27.93	\$28.31		\$28.68
J01221	Dispatcher	N/S	\$22.39	\$22.92	\$23.46	\$23.97	\$24.29	\$24.55		\$24.88
J01217	Dispatcher & Substation Maintenance Inspector	N/S	\$23.30	\$23.85	\$24.39	\$24.89	\$25.25	\$25.45		\$25.90
J01225	Distribution Center Dispatcher	S	\$22.39	\$22.92	\$23.46	\$23.97	\$24.29	\$24.55		\$24.88
J01223	Maintenance & Relief Substation Operator (Ripon)	N/S	\$23.30	\$23.85	\$24.39	\$24.89	\$25.25	\$25.45		\$25.90
J01226	Substation & Combustion Turbine Maintenance Inspector & Operator	N/S	\$23.53	\$24.12	\$24.63	\$25.17	\$25.52	\$25.72		\$26.15
J01222	Substation & Water Works Operator (Ripon)	N/S	\$22.39	\$22.92	\$23.46	\$23.97	\$24.29	\$24.55		\$24.88
J01219	Substation Maintenance Inspector & Relief Dispatcher	N/S	\$23.30	\$23.85	\$24.39	\$24.89	\$25.25	\$25.45		\$25.90
J01224	Tool and Equipment Coordinator	N	\$22.19	\$22.64	\$23.09	\$23.55	\$24.04	\$24.50		\$24.91

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**MISCELLANEOUS**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01250	Building Custodian I*	N	\$15.34	\$16.03	\$16.65	\$17.29	\$17.49	\$17.86		\$18.09
J01251	Building Custodian II*	N	\$13.61	\$14.28	\$14.91	\$15.58	\$15.74	\$16.03		\$16.39
J01259	Customer Field Representative	N	\$19.69	\$20.21	\$20.74	\$21.27	\$21.65	\$21.94		\$22.20
J01257	Laborer*	N	15.00	\$15.67	\$16.30	\$16.94	\$17.32	\$17.76		\$18.09
J01256	Laborer Semi-Skilled*	N	\$15.81	\$16.47	\$17.13	\$17.76	\$18.16	\$18.59		\$18.96
J01260	Meter Reader	N	\$15.51	\$16.47	\$17.42	\$17.86	\$18.18	\$18.43		\$18.65
J01258	Senior Customer Field Representative**	N	\$22.24	\$22.64	\$23.04	\$23.44	\$23.83	\$24.22		\$24.63
J01253	Utility Laborer	N	\$15.81	\$16.47	\$17.13	\$17.76	\$18.16	\$18.59	\$18.96	\$19.53
J01252	Utility Operator	N	\$18.67	\$19.40	\$20.12	\$20.85	\$21.57	\$22.30	\$23.02	\$23.76
J01254	Utility Worker "A"	N	\$18.19	\$18.92	\$19.64	\$20.37	\$21.10	\$21.66	\$22.41	\$23.13
J01255	Utility Worker "B"	N	\$15.81	\$16.47	\$17.13	\$17.76	\$18.16	\$18.59	\$18.96	\$19.53

**PLANT POSITIONS - FUELS**

J01273	Equipment Operator - Fuels	N/S	\$24.18	\$24.78	\$25.34	\$25.85	\$26.23	\$26.62		\$27.03
J03663	Lead Ash Site Operator**	N/S	\$26.50	\$27.12	\$27.65	\$28.24	\$28.57	\$29.01		\$29.44
J01271	Lead Equipment Operator - Fuels**	N/S	\$26.50	\$27.12	\$27.65	\$28.24	\$28.57	\$29.01		\$29.44
J01272	Relief Equipment Operator - Fuels	N/S	\$24.71	\$25.30	\$25.90	\$26.43	\$26.81	\$27.22		\$27.63

**OPERATING**

J01267	Combustion Turbine Technician	N	\$26.83	\$27.29	\$27.72	\$28.17	\$28.61	\$29.08		\$29.83
J01270	Equipment Operator - Operations	S	\$24.18	\$24.78	\$25.34	\$25.85	\$26.23	\$26.62		\$27.03
J01266	Master Combustion Turbine Technician**	N	\$30.60	\$31.01	\$31.42		\$31.82			
J02846	Master Unit Operator - (Small Steam Plant)**	S	\$29.98	\$30.39	\$30.79		\$31.19			
J02847	Master Unit Operator - (Small Steam Plant - Licensed)**	S	\$30.53	\$30.93	\$31.34		\$31.75			
J01268	Plant Equipment Operator	S	\$26.04	\$26.57	\$27.17	\$27.70	\$28.27	\$28.48		\$28.99
J01269	Plant Equipment Operator - (Licensed) (5)	S	\$26.56	\$27.09	\$27.69	\$28.22	\$28.79	\$29.00		\$29.51

\*Starting or entry level position

\*\*Supervisory position

(5) Rate established above the rate for J01268 by \$0.52 premium amount.

**OPERATING (cont.)**

NO.	POSITION		(Each step represents a six-month increment)						
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
J01274	Plant Stores Helper	N	\$19.43	\$19.98	\$20.48	\$21.03	\$21.27	\$21.65	\$21.94
J01265	Relief Unit Operator	S	\$27.17	\$27.73	\$28.29	\$28.82	\$29.15	\$29.50	\$29.92
J01263	Unit Operator (Large Steam Plant)	S	\$27.17	\$27.73	\$28.29	\$28.82	\$29.15	\$29.50	\$29.92
J01264	Unit Operator (Small Steam Plant)	S	\$26.04	\$26.57	\$27.17	\$27.70	\$28.27	\$28.48	\$28.99

**MAINTENANCE**

J01316	Maintenance Electrician	N	\$28.49	\$28.85	\$29.43		\$29.83		
J01315	Maintenance Electrician (Evening)	N	\$28.49	\$28.85	\$29.43		\$29.83		
J01341-J01344	Maintenance Electrician Apprentice		(See Apprentice Schedule)						
J01321	Maintenance Instrument and Control	N	\$28.49	\$28.85	\$29.43		\$29.83		
J01345-J01348	Maintenance Instrument and Control Apprentice		(See Apprentice Schedule)						
J01322	Maintenance Instrument and Control (Nelson Dewey/Rock River)	N	\$28.49	\$28.85	\$29.43		\$29.83		
J01349-J01350	Maintenance Instrument and Control (RR/ND) Apprentice - 1st & 2nd Yr		(See Apprentice Schedule)						
J02843	Maintenance Instrument and Control (RR/ND) Apprentice - 3rd Year		(See Apprentice Schedule)						
J01317	Maintenance Technician - Electrical	N	\$29.06	\$29.44	\$30.00		\$30.44		
J01351-J01354	Maintenance Technician - Electrical Apprentice		(See Apprentice Schedule)						
J01323	Maintenance Technician - Electrical (Columbia/Hydros)	N	\$29.06	\$29.44	\$30.00		\$30.44		
J01318	Maintenance Technician - Electrical (Evening Crew)	N	\$29.06	\$29.44	\$30.00		\$30.44		
J01313	Maintenance Technician - Mechanical	N	\$27.55	\$27.91	\$28.33		\$28.67		
J01308-J01311	Maintenance Technician - Mechanical Apprentice		(See Apprentice Schedule)						
J01325	Maintenance Technician - Mechanical (Evening)	N	\$27.55	\$27.91	\$28.33		\$28.67		
J01327	Maintenance Technician - Mechanical (Night)	N	\$27.55	\$27.91	\$28.33		\$28.67		
J01312	Maintenance Technician - Mechanical - Welding	N	\$28.02	\$28.38	\$28.83		\$29.21		
J01324	Maintenance Technician - Mechanical - Welding (Evening)	N	\$28.02	\$28.38	\$28.83		\$29.21		

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**MAINTENANCE (CONT.)**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01326	Maintenance Technician - Mechanical - Welding (Night)	N	\$28.02	\$28.38	\$28.83		\$29.21			
J01306	Maintenance Technician - Mechanical/Combustion Turbine Technician	N	\$26.92	\$27.40	\$27.88	\$28.33	\$28.80	\$29.26		\$29.71
J01291	Master Maintenance Electrician**	N	\$30.74	\$31.08	\$31.62		\$32.01			
J01295	Master Maintenance Electrician (Evening)**	N	\$30.74	\$31.08	\$31.62		\$32.01			
J01288	Master Maintenance Instrument and Control**	N	\$30.74	\$31.08	\$31.62		\$32.01			
J01287	Master Maintenance Instrument and Control (ND/RR)**	N	\$30.74	\$31.08	\$31.62		\$32.01			
J01294	Master Maintenance Technician (Rock River)**	N	\$31.16	\$31.51	\$32.06		\$32.46			
J01292	Master Maintenance Technician - Electrical**	N	\$31.16	\$31.51	\$32.06		\$32.46			
J01296	Master Maintenance Technician - Electrical (Evening Crew)**	N	\$31.16	\$31.51	\$32.06		\$32.46			
J01286	Master Maintenance Technician - Mechanical (Large Crew)**	N	\$30.92	\$31.35	\$31.76		\$32.17			
J01299	Master Maintenance Technician - Mechanical (Large Crew) (Evening)**	N	\$30.92	\$31.35	\$31.76		\$32.17			
J01301	Master Maintenance Technician - Mechanical (Large Crew) (Night)**	N	\$30.92	\$31.35	\$31.76		\$32.17			
J01285	Master Maintenance Technician - Mechanical (Large Crew) - Welding**	N	\$31.39	\$31.77	\$32.29		\$32.72			
J01298	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Evening)**	N	\$31.39	\$31.77	\$32.29		\$32.72			
J01300	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Night)**	N	\$31.39	\$31.77	\$32.29		\$32.72			
J01290	Master Maintenance Technician - Mechanical (Small Crew)**	N	\$29.75	\$30.16	\$30.48		\$31.24			
J01303	Master Maintenance Technician - Mechanical (Small Crew) (Evening)**	N	\$29.75	\$30.16	\$30.48		\$31.24			
J01305	Master Maintenance Technician - Mechanical (Small Crew) (Night)**	N	\$29.75	\$30.16	\$30.48		\$31.24			
J01289	Master Maintenance Technician - Mechanical (Small Crew) - Welding**	N	\$30.35	\$30.79	\$31.09		\$31.81			
J01302	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Evening)**	N	\$30.35	\$30.79	\$31.09		\$31.81			
J01304	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Night)**	N	\$30.35	\$30.79	\$31.09		\$31.81			

\*\*Supervisory position

**RESULTS - LABORATORY**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01280-J01282	Laboratory & Instrument Control Apprentice .....		(See Apprentice Schedule)							
J01283	Laboratory Technician .....	N	\$24.77	\$25.12	\$25.51		\$25.85			
J01284	Laboratory Technician Apprentice .....		(See Apprentice Schedule)							
J01277	Master Laboratory Technician** .....	N	\$27.31	\$27.64	\$28.03		\$28.42			

**HYDRO PLANTS**

J01357	Chief Hydro Mechanic (PDS-KIL)** .....	N	\$27.96	\$28.50	\$29.01	\$29.56	\$29.94	\$30.33		\$30.75
J01360	Chief Hydro Mechanic - Welding (PDS-KIL)** .....	N	\$28.67	\$29.22	\$29.74	\$30.31	\$30.72	\$31.11		\$31.54
J01355	Maintenance Operator Technician (PDS-KIL) .....	N/S	\$24.63	\$25.17	\$25.71	\$26.19	\$26.60	\$27.03		\$27.42
J01356	Maintenance Operator Technician - Welding (PDS-KIL) .....	N/S	\$25.21	\$25.72	\$26.25	\$26.78	\$27.18	\$27.61		\$28.00

**MISCELLANEOUS**

J01261	Planner/Scheduler .....	N	\$27.28	\$27.81	\$28.35	\$28.90	\$29.51	\$29.96		\$30.45
J01262	Plant Safety Coordinator .....	N	\$25.52	\$26.09	\$26.59	\$27.14	\$27.46	\$27.90		\$28.29

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.



# General Office - Physical Positions

## BUILDING

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01127	General Office Materials Handler*	N	\$16.75	\$17.26	\$17.80	\$18.31	\$18.60	\$18.92		\$19.21
J01126	General Office Services Worker*	N	\$16.75	\$17.26	\$17.80	\$18.31	\$18.60	\$18.92		\$19.21

## ENGINEERING

J01109	Electrical Protective Equipment Technician**	N	\$25.25	\$25.76	\$26.29	\$26.85	\$27.31	\$27.81		\$28.02
J01108	Electrical Protective Equipment Tester	N	\$24.73	\$25.27	\$25.77	\$26.30	\$26.83	\$27.29		\$27.54
J01106	Electrical Technician	N	\$29.86	\$30.40	\$30.90	\$31.44	\$31.77	\$32.22		\$32.62
J02848	Lead Relay and Electrical Technician	N	\$31.51	\$32.09	\$32.63	\$33.17	\$33.54	\$34.01		\$34.42
J01105	Meter Laboratory Technician	N	\$27.55	\$28.06	\$28.63	\$29.15	\$29.56	\$29.84		\$30.38
J01107	Relay Technician	N	\$29.22	\$29.77	\$30.31	\$30.82	\$31.24	\$31.75		\$32.16
J01101	Surveyor I**	N	\$27.08	\$27.61	\$28.10	\$28.67	\$29.26	\$29.71		\$30.19
J01102	Surveyor II	N	\$22.78	\$23.30	\$23.85	\$24.39	\$24.82	\$25.14		\$25.42
J01103	Surveyor Aid I	N	\$19.59	\$20.10	\$20.65	\$21.15	\$21.56	\$21.91		\$22.13
J01104	Surveyor Aid II	N	\$17.07	\$17.61	\$18.12	\$18.65	\$18.95	\$19.33		\$19.48

## FORMS - SHIPPING AND RECEIVING

J01098	Forms Shipping and Receiving Worker	N	\$16.75	\$17.10	\$17.46	\$17.81	\$18.16	\$18.51	\$18.86	\$19.21
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## LOAD DISPATCHING

J01110	Load Dispatcher	S	\$30.79	\$31.32	\$31.84	\$32.37	\$32.62	\$33.01		\$33.50
J01111	SOC Control Technician	N/S	\$27.15	\$27.66	\$28.21	\$28.74	\$29.19	\$29.56		\$29.94

\*Starting or entry level position

\*\*Supervisory position

**MAIL SERVICES***(Each step represents a six-month increment)*

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01100	Automated Mail Processor .....	N	\$15.10	\$16.12	\$17.06	\$17.98	\$18.89	\$19.29	\$19.89	\$20.41
J01099	Lead Automated Mail Processor** .....	N	\$17.65	\$18.57	\$19.64	\$20.56	\$21.42	\$22.30	\$22.95	\$23.05
J01092	Courier Driver* .....	N	\$19.59	\$20.26	\$20.86	\$21.53	\$21.79	\$22.22		\$22.46
J01093	Relief Courier Driver* .....	N	\$19.59	\$20.26	\$20.86	\$21.53	\$21.79	\$22.22		\$22.46

**PRINTING SERVICES**

J01097	Bindery Operator .....	N	\$13.27	\$14.03	\$14.78	\$15.52	\$16.27	\$17.02	\$17.76	\$18.51
J01094	Lead Offset Press Operator** .....	N	\$17.65	\$18.45	\$19.25	\$20.06	\$20.86	\$21.66	\$22.46	\$23.28
J01095	Offset Press Operator I .....	N	\$15.99	\$16.79	\$17.61	\$18.42	\$19.21	\$20.02	\$20.83	\$21.63
J01096	Offset Press Operator II .....	N	\$15.10	\$16.12	\$17.06	\$17.98	\$18.89	\$19.29	\$19.89	\$20.41

**TELECOMMUNICATIONS**

J01091	Telecommunications Technician .....	N	\$24.96	\$25.47	\$26.03	\$26.55	\$27.09	\$27.62		\$28.21
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\* Starting or entry level position      \*\* Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

# APPRENTICE SCHEDULE

NO.	POSITION	
J01160	Electric Meter Technician Apprentice-1st Year***	\$22.29
J01159	Electric Meter Technician Apprentice-2nd Year***	\$23.44
J01158	Electric Meter Technician Apprentice-3rd Year***	\$24.58
J01157	Electric Meter Technician Apprentice-4th Year***	\$25.72
J01211	Electrician Apprentice-1st Year***	\$23.27
J01210	Electrician Apprentice-2nd Year***	\$24.46
J01209	Electrician Apprentice-3rd Year***	\$25.65
J01208	Electrician Apprentice-4th Year***	\$26.85
J01249	Engineering Technician Apprentice-1st Year***	\$21.81
J01248	Engineering Technician Apprentice-2nd Year***	\$22.93
J01247	Engineering Technician Apprentice-3rd Year***	\$24.05
J01246	Engineering Technician Apprentice-4th Year***	\$25.16
J01123	Garage Mechanic Apprentice-1st Year***	\$20.93
J01122	Garage Mechanic Apprentice-2nd Year***	\$22.00
J01121	Garage Mechanic Apprentice-3rd Year***	\$23.07
J01120	Garage Mechanic Apprentice-4th Year***	\$24.15
J01125	Garage Mechanic II Apprentice-1st Year***	\$20.07
J01124	Garage Mechanic II Apprentice-2nd Year***	\$21.01
J01177	Gas Meter Technician Apprentice-1st Year***	\$21.53
J01176	Gas Meter Technician Apprentice-2nd Year***	\$22.53
J01173	Gas Metering Specialist Apprentice-1st Year***	\$22.94
J01172	Gas Metering Specialist Apprentice-2nd Year***	\$24.06
J01171	Gas Metering Specialist Apprentice-3rd Year***	\$25.18
J01241	Gas Technician Apprentice-1st Year***	\$21.30
J01242	Gas Technician Apprentice-2nd Year***	\$22.34
J01243	Gas Technician Apprentice-3rd Year***	\$23.38
J01284	Laboratory Technician Apprentice-1st Year (6)	\$23.27
J01138	Line Apprentice-1st Year***	\$22.60
J01137	Line Apprentice-2nd Year***	\$23.76
J01136	Line Apprentice-3rd Year***	\$24.92
J01135	Line Apprentice-4th Year***	\$26.08

NO.	POSITION	
J01152	Line Clearance Apprentice-1st Year***	\$21.62
J01151	Line Clearance Apprentice-2nd Year***	\$22.63
J01344	Maintenance Electrician Apprentice-1st Year***	\$23.27
J01343	Maintenance Electrician Apprentice-2nd Year***	\$24.46
J01342	Maintenance Electrician Apprentice-3rd Year***	\$25.65
J01341	Maintenance Electrician Apprentice-4th Year***	\$26.85
J01348	Maintenance Instrument and Control Apprentice-1st Year***	\$23.27
J01347	Maintenance Instrument and Control Apprentice-2nd Year***	\$24.46
J01346	Maintenance Instrument and Control Apprentice-3rd Year***	\$25.65
J01345	Maintenance Instrument and Control Apprentice-4th Year***	\$26.85
J01350	Maint. Instrument and Control Apprentice (RR/ND)-1st Year***	\$24.46
J01349	Maint. Instrument and Control Apprentice (RR/ND)-2nd Year***	\$25.65
J02843	Maint. Instrument and Control Apprentice (RR/ND)-3rd Year***	\$26.85
J01354	Maintenance Technician - Electrical Apprentice-1st Year***	\$23.74
J01353	Maintenance Technician - Electrical Apprentice-2nd Year***	\$24.96
J01352	Maintenance Technician - Electrical Apprentice-3rd Year***	\$26.18
J01351	Maintenance Technician - Electrical Apprentice-4th Year***	\$27.40
J01311	Maintenance Technician - Mechanical Apprentice-1st Year (7)	\$22.78
J01310	Maintenance Technician - Mechanical Apprentice-2nd Year (7)	\$23.95
J01309	Maintenance Technician - Mechanical Apprentice-3rd Year (7)	\$25.12
J01308	Maintenance Technician - Mechanical Apprentice-4th Year (7)	\$26.29
J01233	Regulation Technician Apprentice-1st Year***	\$21.75
J01234	Regulation Technician Apprentice-2nd Year***	\$22.81
J01235	Regulation Technician Apprentice-3rd Year***	\$23.87
J01189	Service Technician Apprentice-1st Year***	\$21.25
J01188	Service Technician Apprentice-2nd Year***	\$22.24
J01184	Single Phase Meter Apprentice-1st Year***	\$20.83
J01183	Single Phase Meter Apprentice-2nd Year***	\$21.80
J01134	Utility Technician Apprentice-1st Year***	\$22.35
J01133	Utility Technician Apprentice-2nd Year***	\$23.39

\*\*\*Apprentice program rates are based on the maximum Journeyman rate:

Four Year: 78%—1st year, 82%—2nd year, 86%—3rd year, 90%—4th year.

Three Year: 82%—1st year, 86%—2nd year, 90%—3rd year.

Two Year: 86%—1st year, 90%—2nd year.

(6) Rate based at 90% of maximum Journeyman rate.

(7) Rate based on the maximum rate for position J01312.

**ARTICLE XXXVII—WAGE SCHEDULE FOR CLERICAL POSITIONS**  
**11/28/04-11/26/05**  
**Field Clerical Positions**

**ACCOUNTING AND CUSTOMER RELATIONS**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01072	Customer Service Representative . . .	\$12.83	\$13.36	\$13.88	\$14.41	\$14.76	\$15.19	\$15.59	\$15.97	\$16.41	\$16.80		\$17.29		\$17.84		\$18.18	\$18.56
J01071	Senior Customer Service Representative** . . .	\$19.93	\$20.41	\$20.92	\$21.47	\$21.82	\$22.19	\$22.58	\$22.97	\$23.30	\$23.70	\$24.08	\$24.44		\$24.81			

**ENGINEERING**

J01073	Area Operations Representative . . .	\$12.83	\$13.36	\$13.88	\$14.41	\$14.76	\$15.19	\$15.59	\$15.97	\$16.41	\$16.80		\$17.29		\$17.84		\$18.18	\$18.56
J01080	Assistant Project Designer . . .	\$15.15	\$15.60	\$16.02	\$16.46	\$16.90	\$17.32	\$17.76	\$18.21	\$18.65	\$19.06		\$19.53		\$19.95		\$20.37	\$20.80
J01081	Map Drafter I . . .	\$15.15	\$15.67	\$16.18	\$16.67	\$17.06	\$17.46	\$17.84	\$18.19	\$18.59	\$18.99	\$19.37	\$19.76		\$20.37		\$20.80	
J01082	Map Drafter II* . . .	\$11.13	\$11.67	\$12.17	\$12.71	\$13.14	\$13.58	\$14.00	\$14.53	\$15.01	\$15.49	\$15.94		\$16.42		\$16.90		\$18.12
J01083	Technical Assistant . . .	\$19.94	\$20.42	\$20.94	\$21.48	\$21.89	\$22.30	\$22.70	\$23.14	\$23.55	\$23.96	\$24.41	\$24.81		\$25.18			

**STORES**

J01075	Area Stores Clerk . . .	\$15.89	\$16.41	\$16.90	\$17.41	\$17.84	\$18.24	\$18.66	\$19.05	\$19.53	\$19.90	\$20.32		\$20.88		\$21.32		
J01074	Senior Area Stores Clerk . . .	\$20.68	\$21.17	\$21.68	\$22.19	\$22.60	\$23.00	\$23.41	\$23.82	\$24.22	\$24.63	\$25.09	\$25.47		\$25.82			
J01077	Sourcing Buyer Assistant . . .	\$15.89	\$16.41	\$16.90	\$17.41	\$17.84	\$18.24	\$18.66	\$19.05	\$19.53	\$19.90	\$20.32		\$20.88		\$21.28		
J01076	Sourcing Inventory Assistant . . .	\$15.89	\$16.41	\$16.90	\$17.41	\$17.84	\$18.24	\$18.66	\$19.05	\$19.53	\$19.90	\$20.32		\$20.88		\$21.28		

**GENERAL**

J01084	Clerk . . .	\$11.98	\$12.46	\$12.99	\$13.53	\$13.91	\$14.26	\$14.65	\$15.05	\$15.38	\$15.80		\$16.25		\$16.76		\$17.26	\$17.75
J01086	Clerk-Stenographer . . .	\$12.39	\$12.88	\$13.39	\$13.91	\$14.26	\$14.61	\$15.00	\$15.34	\$15.75	\$16.12		\$16.58		\$17.07		\$17.60	\$18.12

\*Starting or entry level position      \*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

# General Office Clerical Positions

## ACCOUNTING AND TREASURY

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01006	Accounting Clerk .....	\$16.97	\$17.51	\$18.02	\$18.52	\$18.93	\$19.28	\$19.64	\$20.01	\$20.37	\$20.78	\$21.15		\$21.78		\$22.00		
J01011	Assistant Work Order Technician .....	\$15.77	\$16.25	\$16.78	\$17.27	\$17.67	\$18.09	\$18.50	\$18.93	\$19.29	\$19.71	\$20.09		\$20.70		\$21.14		
J01005	Senior Accounting Clerk .....	\$20.09	\$20.63	\$21.12	\$21.62	\$22.02	\$22.44	\$22.85	\$23.26	\$23.64	\$24.04	\$24.44	\$24.83		\$25.21			
J01008	Treasury Clerk .....	\$16.97	\$17.51	\$18.02	\$18.52	\$18.93	\$19.28	\$19.64	\$20.01	\$20.37	\$20.78	\$21.15		\$21.78		\$22.00		
J01010	Work Order Technician .....	\$20.68	\$21.17	\$21.68	\$22.19	\$22.60	\$23.00	\$23.41	\$23.82	\$24.22	\$24.63	\$25.09	\$25.47		\$25.82			

## CUSTOMER ACCOUNTING

J01030	Customer Billing Representative .....	\$20.68	\$21.17	\$21.68	\$22.19	\$22.60	\$22.98	\$23.39	\$23.77	\$24.14	\$24.56	\$24.90	\$25.32		\$25.71			
J01028	Lead Remittance Processor** .....	\$17.65	\$18.16	\$18.67	\$19.20	\$19.64	\$20.09	\$20.56	\$20.96	\$21.42	\$21.88	\$22.30		\$22.95		\$23.05		
J01029	Remittance Processor .....	\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12

## DATA PROCESSING

J01025	Data Entry Operator I .....		\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12
J01026	Information Technology Operator .. S		\$17.93	\$18.45	\$18.94	\$19.47	\$19.81	\$20.14	\$20.56	\$20.90	\$21.26	\$21.59	\$21.97		\$22.63		\$22.75		
J01024	Lead Data Entry Operator** .....		\$17.06	\$17.59	\$18.09	\$18.57	\$18.93	\$19.20	\$19.53	\$19.81	\$20.10	\$20.40	\$20.74		\$21.36		\$21.71		
J01020	Relief Data Processing Equipment Operator .....	S	\$17.93	\$18.45	\$18.94	\$19.47	\$19.81	\$20.14	\$20.56	\$20.90	\$21.26	\$21.59	\$21.97		\$22.63		\$22.75		
J01022	Relief Information Services Control Clerk .....	N/S	\$14.04	\$14.52	\$15.05	\$15.53	\$16.01	\$16.44	\$16.89	\$17.30	\$17.80	\$18.18		\$18.74		\$19.30		\$19.36	\$19.43
J01027	Relief Information Technology Operator .....	S	\$17.93	\$18.45	\$18.94	\$19.47	\$19.81	\$20.14	\$20.56	\$20.90	\$21.26	\$21.59	\$21.97		\$22.63		\$22.75		

\*\*Supervisory Position

## ENGINEERING

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01042	CADD Technical Support Specialist (Civil) .....	\$22.66	\$23.18	\$23.70	\$24.19	\$24.58	\$25.07	\$25.44	\$25.85	\$26.23	\$26.72	\$27.13	\$27.56		\$27.81			
J01041	CADD Technical Support Specialist (Electric) .....	\$22.66	\$23.18	\$23.70	\$24.19	\$24.58	\$25.07	\$25.44	\$25.85	\$26.23	\$26.72	\$27.13	\$27.56		\$27.81			
J01037	CADD Technician I (Civil) .....	\$22.17	\$22.68	\$23.19	\$23.72	\$24.12	\$24.56	\$24.96	\$25.40	\$25.77	\$26.19	\$26.61	\$27.06		\$27.31			
J01036	CADD Technician I (Electric) .....	\$22.17	\$22.68	\$23.19	\$23.72	\$24.12	\$24.56	\$24.96	\$25.40	\$25.77	\$26.19	\$26.61	\$27.06		\$27.31			
J01039	CADD Technician II (Civil) .....	\$20.06	\$20.58	\$21.08	\$21.59	\$22.00	\$22.43	\$22.85	\$23.26	\$23.64	\$24.05	\$24.45	\$24.86		\$25.25			
J01038	CADD Technician II (Electric) .....	\$20.06	\$20.58	\$21.08	\$21.59	\$22.00	\$22.43	\$22.85	\$23.26	\$23.64	\$24.05	\$24.45	\$24.86		\$25.25			
J01040	CADD Technician III .....	\$15.52	\$16.03	\$16.54	\$17.06	\$17.46	\$17.84	\$18.19	\$18.65	\$19.04	\$19.43	\$19.81		\$20.41		\$20.84		
J01035	Drafter III .....	\$15.52	\$16.03	\$16.54	\$17.06	\$17.46	\$17.84	\$18.19	\$18.65	\$19.04	\$19.43	\$19.81		\$20.41		\$20.84		
J01044	Electric Systems Clerk .....	\$15.40	\$15.86	\$16.33	\$16.80	\$17.26	\$17.73	\$18.19	\$18.66	\$19.13	\$19.59	\$20.04		\$20.50		\$21.01		
J01043	Engineering Records Clerk .....	\$15.05	\$15.53	\$16.08	\$16.58	\$16.96	\$17.37	\$17.81	\$18.18	\$18.60	\$19.00	\$19.43		\$20.01		\$20.57		
J01052	Geographic Information System and Dispatch Technician .....	\$19.94	\$20.42	\$20.94	\$21.48	\$21.89	\$22.30	\$22.70	\$23.14	\$23.55	\$23.96	\$24.41	\$24.81		\$25.18			
J01051	Geographic Information System Representative .....	\$15.05	\$15.53	\$16.08	\$16.58	\$16.96	\$17.37	\$17.81	\$18.18	\$18.60	\$19.00	\$19.43		\$20.01		\$20.57		
J02497	Geographic Information System Technician .....	\$19.94	\$20.42	\$20.94	\$21.48	\$21.89	\$22.30	\$22.70	\$23.14	\$23.55	\$23.96	\$24.41	\$24.81		\$25.18			
J02499	Lead Geographic Information System Technician** .....	\$21.88	\$22.34	\$22.85	\$23.41	\$23.82	\$24.22	\$24.63	\$25.08	\$25.47	\$25.90	\$26.32	\$26.72		\$27.09			
J01047	System Protection Technician .....	\$20.68	\$21.17	\$21.68	\$22.19	\$22.60	\$23.00	\$23.41	\$23.82	\$24.22	\$24.63	\$25.09	\$25.47		\$25.82			
J01046	Technical Assistant .....	\$19.94	\$20.42	\$20.94	\$21.48	\$21.89	\$22.30	\$22.70	\$23.14	\$23.55	\$23.96	\$24.41	\$24.81		\$25.18			
J01045	Transmission Technician .....	\$21.88	\$22.35	\$22.88	\$23.38	\$23.82	\$24.18	\$24.60	\$24.97	\$25.44	\$25.83	\$26.22	\$26.62		\$26.97			

## HELP DESK

J01016	Client Service Specialist I .....	\$19.76	\$20.29	\$20.74	\$21.19	\$21.65	\$22.14	\$22.57	\$23.05	\$23.51	\$23.98		\$24.53					
J01017	Client Service Specialist II .....	\$18.01	\$18.51	\$18.99	\$19.47	\$19.91	\$20.34	\$20.76	\$21.20	\$21.62	\$22.06	\$22.53		\$22.97		\$23.40		
J01019	Relief Client Service Specialist .....	\$19.76	\$20.29	\$20.74	\$21.19	\$21.65	\$22.14	\$22.57	\$23.05	\$23.51	\$23.98		\$24.53					

\*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

**MAIL CENTER**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J02879	Lead Mail Center Coordinator**	\$16.98	\$17.70	\$18.16	\$18.86	\$19.35	\$20.05	\$20.53	\$20.99	\$21.70	\$22.18		\$22.86		\$23.59			
J01063	Mail Center Coordinator	\$14.75	\$15.28	\$15.80	\$16.30	\$16.83	\$17.29	\$17.82	\$18.31	\$18.86	\$19.33		\$19.93		\$20.45			

**MATERIALS MANAGEMENT AND FUEL SERVICES**

J01033	Materials Management Clerk	\$12.78	\$13.27	\$13.80	\$14.31	\$14.85	\$15.39	\$15.94	\$16.49	\$17.06	\$17.62		\$18.15		\$18.69		\$18.83	\$18.95
J01034	Senior Fuel Services Clerk	\$15.77	\$16.25	\$16.78	\$17.27	\$17.67	\$18.09	\$18.50	\$18.93	\$19.29	\$19.71	\$20.09		\$20.70		\$21.14		

**REAL ESTATE**

J01070	Real Estate Technical Assistant	\$18.38	\$18.86	\$19.30	\$19.74	\$20.18	\$20.65	\$21.07	\$21.52	\$21.96	\$22.39	\$22.83	\$23.28		\$23.74			
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**RECORDS**

J01064	Records Clerk	\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12
J01053	Senior Records Clerk	\$17.12	\$17.64	\$18.15	\$18.66	\$19.04	\$19.41	\$19.76	\$20.12	\$20.48	\$20.86	\$21.24		\$21.90		\$22.11		

**SHAREOWNER SERVICES**

J01004	Shareowner Services Representative	\$14.11	\$14.65	\$15.13	\$15.64	\$16.08	\$16.47	\$16.90	\$17.32	\$17.76	\$18.18	\$18.66		\$19.23		\$19.78		\$19.95
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**MISCELLANEOUS**

J01069	Administrative Services Clerk	\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12
J01065	Clerk	\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12
J01068	Corporate Receptionist	\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12
J01023	Document Management Technician	\$17.41	\$17.93	\$18.45	\$18.94	\$19.33	\$19.76	\$20.19	\$20.68	\$21.07		\$21.70		\$21.92				
J01060	Graphics Technician I	\$15.40	\$15.91	\$16.44	\$16.94	\$17.48	\$17.94	\$18.48	\$18.96	\$19.48	\$20.00		\$20.62		\$21.03			
J01059	Graphics Technician II	\$14.11	\$14.65	\$15.13	\$15.64	\$16.15	\$16.65	\$17.17	\$17.65	\$18.16	\$18.66		\$19.23		\$19.78		\$19.89	\$19.95
J03634	Lead Graphics Technician**	\$18.18	\$18.86	\$19.34	\$19.79	\$20.25	\$20.71	\$21.18	\$21.63	\$22.09		\$22.79		\$23.01				
J01067	Stenographer-Receptionist	\$12.79	\$13.31	\$13.81	\$14.32	\$14.72	\$15.10	\$15.49	\$15.86	\$16.21	\$16.60		\$17.10		\$17.61		\$18.02	\$18.45
J01064	Word Processor-Operator	\$12.40	\$12.92	\$13.40	\$13.93	\$14.28	\$14.65	\$15.00	\$15.34	\$15.75	\$16.12		\$16.59		\$17.07		\$17.60	\$18.12

\*\*Supervisory position

# **ARTICLE XXXVI—WAGE SCHEDULE FOR PHYSICAL POSITIONS** **11/27/05-05/27/06**

## **ENGINEERING**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01245	Engineering Technician .....	N	\$26.82	\$27.35	\$27.81	\$28.29	\$28.87			
J01246-J01249	Engineering Technician Apprentice .....		(See Apprentice Schedule)							
J01244	Lead Engineering Technician** .....	N	\$26.67	\$27.58	\$28.48	\$29.33	\$30.32			

## **GARAGE**

J01115	Garage Mechanic .....	N	\$26.56	\$26.95	\$27.36		\$27.70			
J01116	Garage Mechanic (Evening) .....	N	\$26.56	\$26.95	\$27.36		\$27.70			
J01120-J01123	Garage Mechanic Apprentice .....		(See Apprentice Schedule)							
J01117	Garage Mechanic Helper .....	N	\$18.49	\$19.16	\$19.85	\$20.55	\$20.89	\$21.42		\$22.01
J01119	Garage Mechanic Helper (Evening) .....	N	\$18.49	\$19.16	\$19.85	\$20.55	\$20.89	\$21.42		\$22.01
J01112	Garage Mechanic II .....	N	\$23.09	\$23.43	\$23.77		\$24.10			
J01118	Garage Parts Storekeeper .....	N	\$22.75	\$23.31	\$23.85	\$24.42	\$24.73	\$25.28		\$25.69
J01113	Master Garage Mechanic** .....	N	\$28.44	\$28.71	\$28.99		\$29.60			
J01114	Master Garage Mechanic (Evening)** .....	N	\$28.44	\$28.71	\$28.99		\$29.60			

## **GAS AND WATER**

J01239	Chief Corrosion Technician** .....	N	\$28.91	\$29.22	\$29.82		\$30.12			
J01240	Chief Corrosion Technician - Welding** (1) .....	N	\$29.43	\$29.74	\$30.34		\$30.64			
J01228	Chief Gas Technician (Large Crew)** .....	N	\$29.38	\$29.67	\$30.29		\$30.60			
J01229	Chief Gas Technician (Large Crew) - Welding** (2) .....	N	\$29.90	\$30.19	\$30.81		\$31.12			

\*\*Supervisory position

(1) Rate established above rate for J01239 by amount of welding premium.

(2) Rate established above rate for J01228 by amount of welding premium.



# **GAS AND WATER (cont.)**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01230	Chief Gas Technician (Small Crew)**	N	\$28.91	\$29.22	\$29.82		\$30.12			
J01231	Chief Gas Technician (Small Crew) - Welding** (3)	N	\$29.43	\$29.74	\$30.34		\$30.64			
J01238	Gas Technician	N	\$25.76	\$26.02	\$26.56		\$26.82			
J01237	Gas Technician - Welding	N	\$26.87	\$27.43	\$27.70		\$27.98			
J01241-J01243	Gas Technician Apprentice		(See Apprentice Schedule)							
J01236	Lead Regulation Technician**	N	\$28.10	\$28.40	\$28.98		\$29.27			
J01232	Regulation Technician	N	\$26.01	\$26.57	\$26.83		\$27.38			
J01233-J01235	Regulation Technician Apprentice		(See Apprentice Schedule)							

## **LINE AND RELATED**

J01149	Chief Line Clearance Technician**	N	\$27.70	\$28.03	\$28.45		\$28.94			
J01129	Chief Line Technician (Small Crew)**	N				\$31.57				
J01141	Heavy-Duty Earth Borer Operator	N	\$22.74	\$23.30	\$23.84	\$24.40	\$24.66	\$25.18		\$25.63
J01154	Infrared Technician	N	\$25.33	\$25.90	\$26.49	\$26.99	\$27.55	\$28.13		\$28.65
J03783	Lead Line Technician	N	\$31.75	\$32.19		\$32.59				
J01135-J01138	Line Apprentice		(See Apprentice Schedule)							
J01151-J01152	Line Clearance Apprentice		(See Apprentice Schedule)							
J02849	Line Clearance Specialist	N	\$28.25	\$28.58	\$28.98		\$29.53			
J01150	Line Clearance Technician	N	\$24.66	\$24.86	\$25.47		\$25.96			
J01153	Line Clearance Truck Operator	N	\$20.06	\$20.63	\$21.15	\$21.71	\$21.91	\$22.35		\$22.62
J01130	Line Crew Leader**	N	\$30.10	\$30.44		\$30.81				
J01139	Line Equipment Operator	N	\$22.20	\$22.72	\$23.27	\$23.81	\$24.13	\$24.45		\$24.76

\*\*Supervisory position

(3) Rate established above rate for J01230 by amount of welding premium.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1981 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

## LINE AND RELATED (Cont.)

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01142	Line Patrolman .....	N	\$22.94	\$23.49	\$24.04	\$24.57	\$25.11	\$25.58		\$25.94
J01131	Line Technician .....	N	\$28.99	\$29.45		\$29.92				
J01140	Line Truck Operator .....	N	\$21.56	\$22.12	\$22.66	\$23.19	\$23.48	\$23.81		\$24.03
J01145	Local Representative (Electric)** .....	N	\$29.67	\$29.97	\$30.20		\$30.54			
J01146	Local Representative (Gas & Electric)** (4) .....	N	\$30.12	\$30.42	\$30.65		\$31.00			
J01148	Local Service Gas Representative** .....	N	\$28.44	\$28.82	\$29.21		\$29.61			
J01147	Local Service Representative** .....	N	\$28.44	\$28.82	\$29.21		\$29.61			
J01143	Trouble and Service Technician (Electric) .....	N	\$29.11	\$29.71		\$29.92				
J01144	Trouble and Service Technician (Gas & Electric) (4) .....	N	\$29.55	\$30.16		\$30.37				
J01132	Utility Technician .....	N	\$26.03	\$26.43		\$26.83				
J01133-J01134	Utility Technician Apprentice .....		(See Apprentice Schedule)							

## METERING

J01161	Chief Electric Meter Technician** .....	N	\$29.61	\$30.18	\$30.63		\$31.17			
J01155	Electric Meter Technician .....	N	\$28.25	\$28.45	\$28.87		\$29.51			
J01157-J01160	Electric Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01175	Gas Meter Technician .....	N	\$25.10	\$25.34	\$25.63		\$25.84			
J01176-J01177	Gas Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01169	Gas Metering Specialist** .....	N	\$27.34	\$27.86	\$28.35		\$28.89			
J01171-J01173	Gas Metering Specialist Apprentice .....		(See Apprentice Schedule)							
J01170	Gas Metering Specialist - Welding** .....	N	\$27.79	\$28.03	\$28.27		\$28.57			
J01174	Instrument and Meter Repair Technician .....	N	\$27.34	\$27.58	\$27.82		\$28.59			

\*\*Supervisory position

(4) Rate is established at 1.5% above the rate shown for electric position.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**METERING (cont.)**

			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01156	Lead Electric Meter Technician .....	N	\$29.51	\$29.65	\$30.11		\$30.86			
J01163-J01164	Single Phase Meter Apprentice .....		(See Apprentice Schedule)							
J01162	Single Phase Meter Tester .....	N	\$24.10	\$24.36	\$24.57		\$25.01			
J01178	Water Meter Technician .....	N	\$23.07	\$23.62	\$24.15	\$24.72	\$25.06	\$25.30		\$25.84

**SERVICE**

J01179	Lead Service Technician** .....	N	\$30.16	\$30.58		\$31.01				
J02476	Service and Relief Dispatcher .....	N	\$21.11	\$21.67	\$22.32	\$22.86	\$23.19	\$23.61		\$23.82
J01190	Service Dispatcher .....	N	\$19.10	\$19.61	\$20.20	\$20.69	\$20.98	\$21.35		\$21.55
J01181	Service Specialist (Gas & Electric) .....	N	\$27.91	\$28.30		\$28.72				
J01183	Service Technician .....	N	\$24.82	\$25.18		\$25.51				
J01188-J01189	Service Technician Apprentice .....		(See Apprentice Schedule)							
J01184	Service Worker .....	N	\$21.19	\$21.64	\$22.09	\$22.54	\$22.98	\$23.43		\$23.86

**STORES**

J01197	Area Stores Equipment Operator .....	N	\$21.96	\$22.52	\$23.05	\$23.57	\$23.87	\$24.20		\$24.41
J01196	Area Stores Material Handler .....	N	\$20.06	\$20.63	\$21.15	\$21.71	\$21.96	\$22.35		\$22.65
J01199	Area Stores Semi-Truck Driver .....	N	\$22.53	\$23.07	\$23.59	\$24.15	\$24.59	\$24.75		\$25.15
J01200	Area Stores Truck - Crane Operator .....	N	\$23.43	\$23.95	\$24.53	\$25.06	\$25.33	\$25.88		\$26.22
J01198	Area Stores Truck Driver .....	N	\$20.42	\$20.99	\$21.52	\$22.05	\$22.50	\$22.67		\$23.06
J01195	Chief Area Storekeeper** .....	N	\$26.26	\$26.80	\$27.35	\$27.87	\$28.30	\$28.52		\$29.01
J01194	Chief Area Storekeeper (Large Crew)** .....	N	\$27.05	\$27.56	\$28.02	\$28.51	\$28.96	\$29.45		\$29.92
J01204	Chief Plant Material Handler** .....	N	\$23.58	\$24.15	\$24.72	\$25.31	\$25.84	\$26.39		\$26.96
J01193	Lead Area Stores Material Handler (Evening)** .....	N	\$21.18	\$21.75	\$22.32	\$22.91	\$23.16	\$23.58		\$23.89
J01192	Local Material Coordinator .....	N	\$22.75	\$23.31	\$23.85	\$24.42	\$24.73	\$25.28		\$25.69

\*\*Supervisory position

## SUBSTATION CONSTRUCTION &amp; MAINTENANCE

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01213	Chief Concrete Technician**	N	\$25.43	\$25.99	\$26.55	\$27.04	\$27.60	\$27.84		\$28.39
J01206	Chief Electrician**	N	\$32.61	\$33.05		\$33.51				
J01205	Electric Equipment Maintenance Specialist**	N	\$32.38	\$32.81	\$33.24		\$33.54			
J01207	Electrician	N	\$29.84	\$30.30		\$30.80				
J01208-J01211	Electrician Apprentice		(See Apprentice Schedule)							
J01212	Electrician's Helper	N	\$20.25	\$20.79	\$21.35	\$21.87	\$22.24	\$22.60		\$22.85
J01214	Filtering Equipment Operator	N	\$22.84	\$23.37	\$23.92	\$24.49	\$24.76	\$25.33		\$25.88
J01215	Heavy Trailer-Truck Driver	N	\$23.63	\$24.16	\$24.73	\$25.28	\$25.63	\$26.14		\$26.49
J01216	Truck-Crane Operator (Heavy Duty)	N	\$23.63	\$24.16	\$24.73	\$25.28	\$25.63	\$26.14		\$26.49

## SUBSTATION OPERATION

J01218	Chief Water Works Operator	N/S	\$26.80	\$27.35	\$27.87	\$28.45	\$28.84	\$29.23		\$29.61
J01221	Dispatcher	N/S	\$23.12	\$23.66	\$24.22	\$24.75	\$25.08	\$25.35		\$25.69
J01217	Dispatcher & Substation Maintenance Inspector	N/S	\$24.06	\$24.63	\$25.18	\$25.70	\$26.07	\$26.28		\$26.74
J01225	Distribution Center Dispatcher	S	\$23.12	\$23.66	\$24.22	\$24.75	\$25.08	\$25.35		\$25.69
J01223	Maintenance & Relief Substation Operator (Ripon)	N/S	\$24.06	\$24.63	\$25.18	\$25.70	\$26.07	\$26.28		\$26.74
J01226	Substation & Combustion Turbine Maintenance Inspector & Operator	N/S	\$24.29	\$24.90	\$25.43	\$25.99	\$26.35	\$26.56		\$27.00
J01222	Substation & Water Works Operator (Ripon)	N/S	\$23.12	\$23.66	\$24.22	\$24.75	\$25.08	\$25.35		\$25.69
J01219	Substation Maintenance Inspector & Relief Dispatcher	N/S	\$24.06	\$24.63	\$25.18	\$25.70	\$26.07	\$26.28		\$26.74
J01224	Tool and Equipment Coordinator	N	\$22.91	\$23.38	\$23.84	\$24.32	\$24.82	\$25.30		\$25.72

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

# MISCELLANEOUS

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01250	Building Custodian I*	N	\$15.84	\$16.55	\$17.19	\$17.85	\$18.06	\$18.44		\$18.68
J01251	Building Custodian II*	N	\$14.05	\$14.74	\$15.39	\$16.09	\$16.25	\$16.55		\$16.92
J01259	Customer Field Representative	N	\$20.33	\$20.87	\$21.41	\$21.96	\$22.35	\$22.65		\$22.92
J01257	Laborer*	N	\$15.49	\$16.18	\$16.83	\$17.49	\$17.88	\$18.34		\$18.68
J01256	Laborer Semi-Skilled*	N	\$16.32	\$17.01	\$17.69	\$18.34	\$18.75	\$19.19		\$19.58
J01260	Meter Reader	N	\$18.01	\$17.01	\$17.99	\$18.44	\$18.77	\$19.03		\$19.26
J01258	Senior Customer Field Representative**	N	\$22.96	\$23.38	\$23.79	\$24.20	\$24.60	\$25.01		\$25.43
J01253	Utility Laborer	N	\$16.32	\$17.01	\$17.69	\$18.34	\$18.75	\$19.19	\$19.58	\$20.16
J01252	Utility Operator	N	\$19.28	\$20.03	\$20.77	\$21.53	\$22.27	\$23.02	\$23.77	\$24.53
J01254	Utility Worker "A"	N	\$18.78	\$19.53	\$20.28	\$21.03	\$21.79	\$22.36	\$23.14	\$23.88
J01255	Utility Worker "B"	N	\$16.32	\$17.01	\$17.69	\$18.34	\$18.75	\$19.19	\$19.58	\$20.16

# PLANT POSITIONS - FUELS

J01273	Equipment Operator - Fuels	N/S	\$24.97	\$25.59	\$26.16	\$26.69	\$27.08	\$27.49		\$27.91
J03663	Lead Ash Site Operator**	N/S	\$27.36	\$28.00	\$28.55	\$29.16	\$29.50	\$29.95		\$30.40
J01271	Lead Equipment Operator - Fuels**	N/S	\$27.36	\$28.00	\$28.55	\$29.16	\$29.50	\$29.95		\$30.40
J01272	Relief Equipment Operator - Fuels	N/S	\$25.51	\$26.12	\$26.74	\$27.29	\$27.68	\$28.10		\$28.53

# OPERATING

J01267	Combustion Turbine Technician	N	\$27.70	\$28.18	\$28.62	\$29.09	\$29.54	\$30.03		\$30.80
J01270	Equipment Operator - Operations	S	\$24.97	\$25.59	\$26.16	\$26.69	\$27.08	\$27.49		\$27.91
J01266	Master Combustion Turbine Technician**	N	\$31.59	\$32.02	\$32.44		\$32.85			
J02846	Master Unit Operator - (Small Steam Plant)**	S	\$30.95	\$31.38	\$31.79		\$32.20			
J02847	Master Unit Operator - (Small Steam Plant - Licensed)**	S	\$31.52	\$31.94	\$32.36		\$32.78			
J01268	Plant Equipment Operator	S	\$26.89	\$27.43	\$28.05	\$28.60	\$29.19	\$29.41		\$29.93
J01269	Plant Equipment Operator - (Licensed) (5)	S	\$27.41	\$27.95	\$28.57	\$29.12	\$29.71	\$29.93		\$30.45

\*Starting or entry level position

\*\*Supervisory position

(5) Rate established above the rate for J01268 by \$0.52 premium amount.

## OPERATING (cont.)

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01274	Plant Stores Helper .....	N	\$20.06	\$20.63	\$21.15	\$21.71	\$21.96	\$22.35		\$22.65
J01265	Relief Unit Operator .....	S	\$28.05	\$28.63	\$29.21	\$29.76	\$30.10	\$30.46		\$30.89
J01263	Unit Operator (Large Steam Plant) .....	S	\$28.05	\$28.63	\$29.21	\$29.76	\$30.10	\$30.46		\$30.89
J01264	Unit Operator (Small Steam Plant) .....	S	\$26.89	\$27.43	\$28.06	\$28.60	\$29.19	\$29.41		\$29.93

## MAINTENANCE

J01316	Maintenance Electrician .....	N	\$29.42	\$29.79	\$30.39		\$30.80			
J01315	Maintenance Electrician (Evening) .....	N	\$29.42	\$29.79	\$30.39		\$30.80			
J01341-J01344	Maintenance Electrician Apprentice .....		(See Apprentice Schedule)							
J01321	Maintenance Instrument and Control .....	N	\$29.42	\$29.79	\$30.39		\$30.80			
J01345-J01348	Maintenance Instrument and Control Apprentice .....		(See Apprentice Schedule)							
J01322	Maintenance Instrument and Control (Nelson Dewey/Rock River) .....	N	\$29.42	\$29.79	\$30.39		\$30.80			
J01349-J01350	Maintenance Instrument and Control (RR/ND) Apprentice - 1st & 2nd Yr .....		(See Apprentice Schedule)							
J02843	Maintenance Instrument and Control (RR/ND) Apprentice - 3rd Year .....		(See Apprentice Schedule)							
J01317	Maintenance Technician - Electrical .....	N	\$30.00	\$30.40	\$30.98		\$31.43			
J01351-J01354	Maintenance Technician - Electrical Apprentice .....		(See Apprentice Schedule)							
J01323	Maintenance Technician - Electrical (Columbia/Hydros) .....	N	\$30.00	\$30.40	\$30.98		\$31.43			
J01318	Maintenance Technician - Electrical (Evening Crew) .....	N	\$30.00	\$30.40	\$30.98		\$31.43			
J01313	Maintenance Technician - Mechanical .....	N	\$28.45	\$28.82	\$29.25		\$29.60			
J01308-J01311	Maintenance Technician - Mechanical Apprentice .....		(See Apprentice Schedule)							
J01325	Maintenance Technician - Mechanical (Evening) .....	N	\$28.45	\$28.82	\$29.25		\$29.60			
J01327	Maintenance Technician - Mechanical (Night) .....	N	\$28.45	\$28.82	\$29.25		\$29.60			
J01312	Maintenance Technician - Mechanical - Welding .....	N	\$28.93	\$29.30	\$29.77		\$30.16			
J01324	Maintenance Technician - Mechanical - Welding (Evening) .....	N	\$28.93	\$29.30	\$29.77		\$30.16			

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**MAINTENANCE (CONT.)**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01326	Maintenance Technician - Mechanical - Welding (Night)	N	\$28.93	\$29.30	\$29.77		\$30.16			
J01306	Maintenance Technician - Mechanical/Combustion Turbine Technician	N	\$27.79	\$28.29	\$28.79	\$29.25	\$29.74	\$30.21		\$30.68
J01291	Master Maintenance Electrician**	N	\$31.74	\$32.09	\$32.65		\$33.05			
J01295	Master Maintenance Electrician (Evening)**	N	\$31.74	\$32.09	\$32.65		\$33.05			
J01288	Master Maintenance Instrument and Control**	N	\$31.74	\$32.09	\$32.65		\$33.05			
J01287	Master Maintenance Instrument and Control (ND/RR)**	N	\$31.74	\$32.09	\$32.65		\$33.05			
J01294	Master Maintenance Technician (Rock River)**	N	\$32.17	\$32.53	\$33.10		\$33.51			
J01292	Master Maintenance Technician - Electrical**	N	\$32.17	\$32.53	\$33.10		\$33.51			
J01296	Master Maintenance Technician - Electrical (Evening Crew)**	N	\$32.17	\$32.53	\$33.10		\$33.51			
J01286	Master Maintenance Technician - Mechanical (Large Crew)**	N	\$31.92	\$32.37	\$32.79		\$33.22			
J01299	Master Maintenance Technician - Mechanical (Large Crew) (Evening)**	N	\$31.92	\$32.37	\$32.79		\$33.22			
J01301	Master Maintenance Technician - Mechanical (Large Crew) (Night)**	N	\$31.92	\$32.37	\$32.79		\$33.22			
J01285	Master Maintenance Technician - Mechanical (Large Crew) - Welding**	N	\$32.41	\$32.80	\$33.34		\$33.78			
J01298	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Evening)**	N	\$32.41	\$32.80	\$33.34		\$33.78			
J01300	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Night)**	N	\$32.41	\$32.80	\$33.34		\$33.78			
J01290	Master Maintenance Technician - Mechanical (Small Crew)**	N	\$30.72	\$31.14	\$31.47		\$32.26			
J01303	Master Maintenance Technician - Mechanical (Small Crew) (Evening)**	N	\$30.72	\$31.14	\$31.47		\$32.26			
J01305	Master Maintenance Technician - Mechanical (Small Crew) (Night)**	N	\$30.72	\$31.14	\$31.47		\$32.26			
J01289	Master Maintenance Technician - Mechanical (Small Crew) - Welding**	N	\$31.34	\$31.79	\$32.10		\$32.84			
J01302	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Evening)**	N	\$31.34	\$31.79	\$32.10		\$32.84			
J01304	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Night)**	N	\$31.34	\$31.79	\$32.10		\$32.84			

\*\*Supervisory position

## RESULTS - LABORATORY

RESULTS - LABORATORY			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01280-J01282	Laboratory & Instrument Control Apprentice .....		(See Apprentice Schedule)							
J01283	Laboratory Technician .....	N	\$25.58	\$25.94	\$26.34		\$26.69			
J01284	Laboratory Technician Apprentice .....		(See Apprentice Schedule)							
J01277	Master Laboratory Technician** .....	N	\$26.20	\$28.54	\$28.94		\$29.34			

## HYDRO PLANTS

J01357	Chief Hydro Mechanic (PDS-KIL)** .....	N	\$28.87	\$29.43	\$29.95	\$30.52	\$30.91	\$31.32		\$31.75
J01360	Chief Hydro Mechanic - Welding (PDS-KIL)** .....	N	\$29.60	\$30.17	\$30.71	\$31.30	\$31.72	\$32.12		\$32.57
J01355	Maintenance Operator Technician (PDS-KIL) .....	N/S	\$25.43	\$25.99	\$26.55	\$27.04	\$27.46	\$27.91		\$28.31
J01356	Maintenance Operator Technician - Welding (PDS-KIL) .....	N/S	\$26.03	\$26.56	\$27.10	\$27.65	\$28.06	\$28.51		\$28.91

## MISCELLANEOUS

J01261	Planner/Scheduler .....	N	\$28.17	\$28.71	\$29.27	\$29.84	\$30.47	\$30.93		\$31.44
J01262	Plant Safety Coordinator .....	N	\$26.35	\$26.94	\$27.45	\$28.02	\$28.35	\$28.61		\$29.21

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1982 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.



# General Office - Physical Positions

## BUILDING

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01127	General Office Materials Handler*	N	\$17.29	\$17.82	\$18.38	\$18.91	\$19.20	\$19.53		\$19.83
J01126	General Office Services Worker*	N	\$17.29	\$17.82	\$18.38	\$18.91	\$19.20	\$19.53		\$19.83

## ENGINEERING

J01109	Electrical Protective Equipment Technician**	N	\$26.07	\$26.60	\$27.14	\$27.72	\$28.20	\$28.71		\$28.93
J01108	Electrical Protective Equipment Tester	N	\$25.53	\$26.09	\$26.61	\$27.15	\$27.70	\$28.18		\$28.44
J01106	Electrical Technician	N	\$30.83	\$31.39	\$31.90	\$32.46	\$32.80	\$33.27		\$33.68
J02848	Lead Relay and Electrical Technician	N	\$32.53	\$33.13	\$33.69	\$34.25	\$34.63	\$35.12		\$35.54
J01105	Meter Laboratory Technician	N	\$28.45	\$28.97	\$29.56	\$30.10	\$30.52	\$30.81		\$31.37
J01107	Relay Technician	N	\$30.17	\$30.74	\$31.30	\$31.82	\$32.26	\$32.78		\$33.21
J01101	Surveyor I**	N	\$27.96	\$28.51	\$29.07	\$29.60	\$30.21	\$30.68		\$31.17
J01102	Surveyor II	N	\$23.52	\$24.06	\$24.63	\$25.18	\$25.63	\$25.96		\$26.25
J01103	Surveyor Aid I	N	\$20.23	\$20.75	\$21.32	\$21.84	\$22.26	\$22.62		\$22.85
J01104	Surveyor Aid II	N	\$17.62	\$18.18	\$18.71	\$19.26	\$19.57	\$19.96		\$20.11

## FORMS - SHIPPING AND RECEIVING

J01098	Forms Shipping and Receiving Worker	N	\$17.29	\$17.86	\$18.03	\$18.39	\$18.75	\$19.11	\$19.47	\$19.83
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## LOAD DISPATCHING

J01110	Load Dispatcher	S	\$31.79	\$32.34	\$32.87	\$33.42	\$33.68	\$34.08		\$34.59
J01111	SOC Control Technician	N/S	\$28.03	\$28.56	\$29.13	\$29.67	\$30.14	\$30.52		\$30.91

\*Starting or entry level position

\*\*Supervisory position

## MAIL SERVICES

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01100	Automated Mail Processor .....	N	\$15.59	\$16.64	\$17.61	\$18.56	\$19.50	\$19.92	\$20.54	\$21.07
J01099	Lead Automated Mail Processor** .....	N	\$18.22	\$19.28	\$20.28	\$21.23	\$22.12	\$23.02	\$23.70	\$23.80
J01092	Courier Driver* .....	N	\$20.23	\$20.92	\$21.54	\$22.23	\$22.50	\$22.94		\$23.19
J01093	Relief Courier Driver* .....	N	\$20.23	\$20.92	\$21.54	\$22.23	\$22.50	\$22.94		\$23.19

## PRINTING SERVICES

J01097	Bindery Operator .....	N	\$13.70	\$14.49	\$15.26	\$16.02	\$16.80	\$17.57	\$18.34	\$19.11
J01094	Lead Offset Press Operator** .....	N	\$18.22	\$19.05	\$19.88	\$20.71	\$21.54	\$22.36	\$23.19	\$24.04
J01095	Offset Press Operator I .....	N	\$16.51	\$17.34	\$18.18	\$19.02	\$19.83	\$20.67	\$21.51	\$22.33
J01096	Offset Press Operator II .....	N	\$15.59	\$16.64	\$17.61	\$18.56	\$19.50	\$19.92	\$20.54	\$21.07

## TELECOMMUNICATIONS

J01091	Telecommunications Technician .....	N	\$25.77	\$26.30	\$26.88	\$27.41	\$27.97	\$28.52		\$29.13
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\*Starting or entry level position

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

## APPRENTICE SCHEDULE

NO.	POSITION	
J01160	Electric Meter Technician Apprentice-1st Year***	\$23.02
J01159	Electric Meter Technician Apprentice-2nd Year***	\$24.20
J01158	Electric Meter Technician Apprentice-3rd Year***	\$25.38
J01157	Electric Meter Technician Apprentice-4th Year***	\$26.56
J01211	Electrician Apprentice-1st Year***	\$24.02
J01210	Electrician Apprentice-2nd Year***	\$25.26
J01209	Electrician Apprentice-3rd Year***	\$26.49
J01208	Electrician Apprentice-4th Year***	\$27.72
J01249	Engineering Technician Apprentice-1st Year***	\$22.52
J01248	Engineering Technician Apprentice-2nd Year***	\$23.67
J01247	Engineering Technician Apprentice-3rd Year***	\$24.83
J01246	Engineering Technician Apprentice-4th Year***	\$25.98
J01123	Garage Mechanic Apprentice-1st Year***	\$21.61
J01122	Garage Mechanic Apprentice-2nd Year***	\$22.71
J01121	Garage Mechanic Apprentice-3rd Year***	\$23.82
J01120	Garage Mechanic Apprentice-4th Year***	\$24.93
J01125	Garage Mechanic II Apprentice-1st Year***	\$20.73
J01124	Garage Mechanic II Apprentice-2nd Year***	\$21.69
J01177	Gas Meter Technician Apprentice-1st Year***	\$22.22
J01176	Gas Meter Technician Apprentice-2nd Year***	\$23.26
J01173	Gas Metering Specialist Apprentice-1st Year***	\$23.69
J01172	Gas Metering Specialist Apprentice-2nd Year***	\$24.85
J01171	Gas Metering Specialist Apprentice-3rd Year***	\$26.00
J01241	Gas Technician Apprentice-1st Year***	\$21.99
J01242	Gas Technician Apprentice-2nd Year***	\$23.07
J01243	Gas Technician Apprentice-3rd Year***	\$24.14
J01284	Laboratory Technician Apprentice-1st Year (6)	\$24.02
J01138	Line Apprentice-1st Year***	\$23.34
J01137	Line Apprentice-2nd Year***	\$24.53
J01136	Line Apprentice-3rd Year***	\$25.73
J01135	Line Apprentice-4th Year***	\$26.93

\*\*\*Apprentice program rates are based on the maximum Journeyman rate:

Four Year: 78%—1st year, 82%—2nd year, 86%—3rd year, 90%—4th year.

Three Year: 82%—1st year, 86%—2nd year, 90%—3rd year.

Two Year: 86%—1st year, 90%—2nd year.

NO.	POSITION	
J01152	Line Clearance Apprentice-1st Year***	\$22.33
J01151	Line Clearance Apprentice-2nd Year***	\$23.36
J01344	Maintenance Electrician Apprentice-1st Year***	\$24.02
J01343	Maintenance Electrician Apprentice-2nd Year***	\$25.26
J01342	Maintenance Electrician Apprentice-3rd Year***	\$26.49
J01341	Maintenance Electrician Apprentice-4th Year***	\$27.72
J01348	Maintenance Instrument and Control Apprentice-1st Year***	\$24.02
J01347	Maintenance Instrument and Control Apprentice-2nd Year***	\$25.26
J01346	Maintenance Instrument and Control Apprentice-3rd Year***	\$26.49
J01345	Maintenance Instrument and Control Apprentice-4th Year***	\$27.72
J01350	Maint. Instrument and Control Apprentice (RR/ND)-1st Year***	\$25.26
J01349	Maint. Instrument and Control Apprentice (RR/ND)-2nd Year***	\$26.49
J02843	Maint. Instrument and Control Apprentice (RR/ND)-3rd Year***	\$27.72
J01354	Maintenance Technician - Electrical Apprentice-1st Year***	\$24.52
J01353	Maintenance Technician - Electrical Apprentice-2nd Year***	\$25.77
J01352	Maintenance Technician - Electrical Apprentice-3rd Year***	\$27.00
J01351	Maintenance Technician - Electrical Apprentice-4th Year***	\$28.29
J01311	Maintenance Technician - Mechanical Apprentice-1st Year (7)	\$23.52
J01310	Maintenance Technician - Mechanical Apprentice-2nd Year (7)	\$24.73
J01309	Maintenance Technician - Mechanical Apprentice-3rd Year (7)	\$25.94
J01308	Maintenance Technician - Mechanical Apprentice-4th Year (7)	\$27.14
J01233	Regulation Technician Apprentice-1st Year***	\$22.45
J01234	Regulation Technician Apprentice-2nd Year***	\$23.55
J01235	Regulation Technician Apprentice-3rd Year***	\$24.64
J01189	Service Technician Apprentice-1st Year***	\$21.94
J01188	Service Technician Apprentice-2nd Year***	\$22.96
J01164	Single Phase Meter Apprentice-1st Year***	\$21.51
J01163	Single Phase Meter Apprentice-2nd Year**	\$22.51
J01134	Utility Technician Apprentice-1st Year***	\$23.07
J01133	Utility Technician Apprentice-2nd Year***	\$24.15

(6) Rate based at 90% of maximum Journeyman rate.

(7) Rate based on the maximum rate for position J01312.

**ARTICLE XXXVII—WAGE SCHEDULE FOR CLERICAL POSITIONS**  
**11/27/05-05/27/06**  
**Field Clerical Positions**

**ACCOUNTING AND CUSTOMER RELATIONS**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01072	Customer Service Representative . . .	\$13.25	\$13.79	\$14.33	\$14.88	\$15.24	\$15.68	\$16.10	\$16.49	\$16.94	\$17.35		\$17.85		\$18.42		\$18.77	\$19.16
J01071	Senior Customer Service Representative** . . .	\$20.58	\$21.07	\$21.60	\$22.17	\$22.53	\$22.91	\$23.31	\$23.72	\$24.06	\$24.47	\$24.86	\$25.23		\$25.62			

**ENGINEERING**

J01073	Area Operations Representative . . .	\$13.25	\$13.79	\$14.33	\$14.88	\$15.24	\$15.68	\$16.10	\$16.49	\$16.91	\$17.35		\$17.85		\$18.42		\$18.77	\$19.16
J01080	Assistant Project Designer . . .	\$15.64	\$16.11	\$16.54	\$16.99	\$17.45	\$17.88	\$18.34	\$18.80	\$19.26	\$19.68		\$20.16		\$20.60		\$21.03	\$21.48
J01081	Map Drafter I . . .	\$15.64	\$16.18	\$16.71	\$17.21	\$17.61	\$18.03	\$18.42	\$18.78	\$19.13	\$19.61	\$20.00	\$20.40		\$21.03		\$21.48	
J01082	Map Drafter II* . . .	\$11.49	\$12.05	\$12.57	\$13.12	\$13.57	\$14.02	\$14.54	\$15.00	\$15.51	\$15.99	\$16.46		\$16.95		\$17.45		\$18.71
J01083	Technical Assistant . . .	\$20.59	\$21.08	\$21.62	\$22.18	\$22.60	\$23.02	\$23.44	\$23.89	\$24.32	\$24.74	\$25.20	\$25.62		\$26.00			

**STORES**

J01075	Area Stores Clerk . . .	\$16.41	\$16.94	\$17.45	\$17.98	\$18.42	\$18.83	\$19.27	\$19.67	\$20.13	\$20.55	\$20.98		\$21.56		\$22.01		
J01074	Senior Area Stores Clerk . . .	\$21.35	\$21.86	\$22.38	\$22.91	\$23.33	\$23.75	\$24.17	\$24.59	\$25.01	\$25.43	\$25.91	\$26.30		\$26.66			
J01077	Sourcing Buyer Assistant . . .	\$16.41	\$16.94	\$17.45	\$17.98	\$18.42	\$18.83	\$19.27	\$19.67	\$20.16	\$20.55	\$20.98		\$21.56		\$21.97		
J01078	Sourcing Inventory Assistant . . .	\$16.41	\$16.94	\$17.45	\$17.98	\$18.42	\$18.83	\$19.27	\$19.67	\$20.16	\$20.55	\$20.98		\$21.56		\$21.97		

**GENERAL**

J01084	Clerk . . .	\$12.37	\$12.86	\$13.41	\$13.97	\$14.36	\$14.72	\$15.13	\$15.54	\$15.86	\$16.31		\$16.78		\$17.30		\$17.82	\$18.33
J01085	Clerk-Stenographer . . .	\$12.79	\$13.30	\$13.83	\$14.36	\$14.72	\$15.08	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71

\*Starting or entry level position

\*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

# General Office Clerical Positions

## ACCOUNTING AND TREASURY

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01006	Accounting Clerk	\$17.52	\$18.08	\$18.61	\$19.12	\$19.55	\$19.91	\$20.28	\$20.66	\$21.03	\$21.46	\$21.84		\$22.49			\$22.72	
J01011	Assistant Work Order Technician	\$16.28	\$16.78	\$17.33	\$17.83	\$18.24	\$18.68	\$19.10	\$19.55	\$19.92	\$20.35	\$20.74		\$21.37			\$21.83	
J01005	Senior Accounting Clerk	\$20.74	\$21.30	\$21.81	\$22.32	\$22.74	\$23.17	\$23.59	\$24.02	\$24.41	\$24.82	\$25.23	\$25.64			\$26.03		
J01008	Treasury Clerk	\$17.52	\$18.08	\$18.61	\$19.12	\$19.55	\$19.91	\$20.28	\$20.66	\$21.03	\$21.46	\$21.84		\$22.49			\$22.72	
J01010	Work Order Technician	\$21.35	\$21.86	\$22.38	\$22.91	\$23.33	\$23.75	\$24.17	\$24.59	\$25.01	\$25.43	\$25.91	\$26.30			\$26.66		

## CUSTOMER ACCOUNTING

J01030	Customer Billing Representative	\$21.35	\$21.86	\$22.38	\$22.91	\$23.33	\$23.73	\$24.15	\$24.54	\$24.92	\$25.36	\$25.71	\$26.14			\$26.55		
J01028	Lead Remittance Processor**	\$18.22	\$18.75	\$19.28	\$19.82	\$20.28	\$20.74	\$21.23	\$21.64	\$22.12	\$22.59	\$23.02		\$23.70			\$23.80	
J01029	Remittance Processor	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71

## DATA PROCESSING

J01025	Data Entry Operator I	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71
J01026	Information Technology Operator S	\$18.51	\$19.05	\$19.56	\$20.10	\$20.45	\$20.79	\$21.23	\$21.58	\$21.95	\$22.29	\$22.68		\$23.37			\$23.49	
J01024	Lead Data Entry Operator**	\$17.61	\$18.16	\$18.68	\$19.17	\$19.55	\$19.82	\$20.16	\$20.45	\$20.75	\$21.06	\$21.41		\$22.05			\$22.42	
J01020	Relief Data Processing Equipment Operator S	\$18.51	\$19.05	\$19.56	\$20.10	\$20.45	\$20.79	\$21.23	\$21.58	\$21.95	\$22.29	\$22.68		\$23.37			\$23.49	
J01022	Relief Information Services Control Clerk N/S	\$14.50	\$14.99	\$15.54	\$16.03	\$16.53	\$16.97	\$17.44	\$17.86	\$18.38	\$18.77		\$19.35		\$19.93		\$19.99	\$20.06
J01027	Relief Information Technology Operator S	\$18.51	\$19.05	\$19.56	\$20.10	\$20.45	\$20.79	\$21.23	\$21.58	\$21.95	\$22.29	\$22.68		\$23.37			\$23.49	

\*\*Supervisory Position

## ENGINEERING

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01042	CADD Technical Support Specialist (Civil) .....	\$23.40	\$23.93	\$24.47	\$24.98	\$25.38	\$25.88	\$26.27	\$26.69	\$27.08	\$27.59	\$28.01	\$28.46		\$28.71			
J01041	CADD Technical Support Specialist (Electric) .....	\$23.40	\$23.93	\$24.47	\$24.98	\$25.38	\$25.88	\$26.27	\$26.69	\$27.08	\$27.59	\$28.01	\$28.46		\$28.71			
J01037	CADD Technician I (Civil) .....	\$22.89	\$23.42	\$23.94	\$24.49	\$24.90	\$25.36	\$25.77	\$26.23	\$26.61	\$27.04	\$27.47	\$27.94		\$28.20			
J01036	CADD Technician I (Electric) .....	\$22.89	\$23.42	\$23.94	\$24.49	\$24.90	\$25.36	\$25.77	\$26.23	\$26.61	\$27.04	\$27.47	\$27.94		\$28.20			
J01039	CADD Technician II (Civil) .....	\$20.71	\$21.25	\$21.77	\$22.29	\$22.72	\$23.16	\$23.59	\$24.02	\$24.41	\$24.83	\$25.24	\$25.67		\$26.07			
J01038	CADD Technician II (Electric) .....	\$20.71	\$21.25	\$21.77	\$22.29	\$22.72	\$23.16	\$23.59	\$24.02	\$24.41	\$24.83	\$25.24	\$25.67		\$26.07			
J01040	CADD Technician III .....	\$16.02	\$16.55	\$17.08	\$17.61	\$18.03	\$18.42	\$18.78	\$19.26	\$19.66	\$20.06	\$20.45		\$21.07		\$21.52		
J01035	Drafter III .....	\$16.02	\$16.55	\$17.08	\$17.61	\$18.03	\$18.42	\$18.78	\$19.26	\$19.66	\$20.06	\$20.45		\$21.07		\$21.52		
J01044	Electric Systems Clerk .....	\$15.90	\$16.38	\$16.86	\$17.35	\$17.82	\$18.31	\$18.78	\$19.27	\$19.75	\$20.23	\$20.69		\$21.17		\$21.69		
J01043	Engineering Records Clerk .....	\$15.54	\$16.03	\$16.60	\$17.12	\$17.51	\$17.93	\$18.39	\$18.77	\$19.20	\$19.62	\$20.06		\$20.66		\$21.24		
J01052	Geographic Information System and Dispatch Technician .....	\$20.59	\$21.08	\$21.62	\$22.18	\$22.60	\$23.02	\$23.44	\$23.89	\$24.32	\$24.74	\$25.20	\$25.62		\$26.00			
J01051	Geographic Information System Representative .....	\$15.54	\$16.03	\$16.60	\$17.12	\$17.51	\$17.93	\$18.39	\$18.77	\$19.20	\$19.62	\$20.06		\$20.66		\$21.24		
J02497	Geographic Information System Technician .....	\$20.59	\$21.08	\$21.62	\$22.18	\$22.60	\$23.02	\$23.44	\$23.89	\$24.32	\$24.74	\$25.20	\$25.62		\$26.00			
J02499	Lead Geographic Information System Technician** .....	\$22.59	\$23.07	\$23.59	\$24.17	\$24.59	\$25.01	\$25.43	\$25.90	\$26.30	\$26.74	\$27.18	\$27.59		\$27.97			
J01047	System Protection Technician .....	\$21.35	\$21.86	\$22.38	\$22.91	\$23.33	\$23.75	\$24.17	\$24.59	\$25.01	\$25.43	\$25.91	\$26.30		\$26.66			
J01046	Technical Assistant .....	\$20.59	\$21.08	\$21.62	\$22.18	\$22.60	\$23.02	\$23.44	\$23.89	\$24.32	\$24.74	\$25.20	\$25.62		\$26.00			
J01045	Transmission Technician .....	\$22.59	\$23.08	\$23.62	\$24.14	\$24.59	\$24.97	\$25.40	\$25.78	\$26.21	\$26.67	\$27.07	\$27.49		\$27.85			

## HELP DESK

J01016	Client Service Specialist I .....	\$20.40	\$20.95	\$21.41	\$21.86	\$22.35	\$22.86	\$23.30	\$23.80	\$24.27	\$24.76		\$25.33					
J01017	Client Service Specialist II .....	\$18.60	\$19.11	\$19.61	\$20.10	\$20.56	\$21.00	\$21.43	\$21.89	\$22.32	\$22.78	\$23.26		\$23.72		\$24.16		
J01019	Relief Client Service Specialist .....	\$20.40	\$20.95	\$21.41	\$21.86	\$22.35	\$22.86	\$23.30	\$23.80	\$24.27	\$24.76		\$25.33					

\*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

# MAIL CENTER

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

## NO. POSITION

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J02879 Lead Mail Center Coordinator**	\$17.53	\$18.28	\$18.75	\$19.47	\$19.98	\$20.70	\$21.20	\$21.67	\$22.41	\$22.90		\$23.62		\$24.36			
J01063 Mail Center Coordinator	\$15.23	\$15.78	\$16.31	\$16.83	\$17.36	\$17.85	\$18.40	\$18.91	\$19.47	\$19.96		\$20.58		\$21.11			

## MATERIALS MANAGEMENT AND FUEL SERVICES

J01033 Materials Management Clerk	\$13.20	\$13.70	\$14.25	\$14.78	\$15.33	\$15.89	\$16.46	\$17.03	\$17.61	\$18.19		\$18.74		\$19.30		\$19.44	\$19.57
J01034 Senior Fuel Services Clerk	\$16.28	\$16.78	\$17.33	\$17.83	\$18.24	\$18.68	\$19.10	\$19.55	\$19.92	\$20.35	\$20.74		\$21.37		\$21.83		

## REAL ESTATE

J01070 Real Estate Technical Assistant	\$18.98	\$19.47	\$19.93	\$20.38	\$20.84	\$21.32	\$21.75	\$22.22	\$22.67	\$23.12	\$23.57	\$24.04		\$24.51			
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## RECORDS

J01054 Records Clerk	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71
J01053 Senior Records Clerk	\$17.68	\$18.21	\$18.74	\$19.27	\$19.66	\$20.04	\$20.40	\$20.77	\$21.15	\$21.54	\$21.93		\$22.61		\$22.83		

## SHAREOWNER SERVICES

J01004 Shareowner Services Representative	\$14.57	\$15.13	\$15.62	\$16.15	\$16.60	\$17.01	\$17.45	\$17.88	\$18.34	\$18.77	\$19.27		\$19.85		\$20.42		\$20.60
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## MISCELLANEOUS

J01069 Administrative Services Clerk	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71
J01065 Clerk	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71
J01068 Corporate Receptionist	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71
J01023 Document Management Technician	\$17.98	\$18.51	\$19.05	\$19.56	\$19.96	\$20.40	\$20.85	\$21.35	\$21.75		\$22.41		\$22.63				
J01060 Graphics Technician I	\$15.90	\$16.43	\$16.97	\$17.49	\$18.05	\$18.52	\$19.08	\$19.58	\$20.11	\$20.65		\$21.29		\$21.71			
J01059 Graphics Technician II	\$14.57	\$15.13	\$15.62	\$16.15	\$16.67	\$17.19	\$17.73	\$18.22	\$18.75	\$19.27		\$19.85		\$20.42		\$20.54	\$20.60
J03634 Lead Graphics Technician**	\$18.77	\$19.47	\$19.97	\$20.43	\$20.91	\$21.38	\$21.87	\$22.33	\$22.81		\$23.53		\$23.76				
J01067 Stenographer-Receptionist	\$13.21	\$13.74	\$14.26	\$14.79	\$15.20	\$15.59	\$15.99	\$16.38	\$16.74	\$17.14		\$17.66		\$18.18		\$18.61	\$19.05
J01064 Word Processor-Operator	\$12.80	\$13.34	\$13.84	\$14.38	\$14.74	\$15.13	\$15.49	\$15.84	\$16.26	\$16.64		\$17.13		\$17.62		\$18.17	\$18.71

\*\*Supervisory position

# **ARTICLE XXXVI—WAGE SCHEDULE FOR PHYSICAL POSITIONS** **05/28/06-05/26/07**

**ENGINEERING**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01245	Engineering Technician .....	N	\$27.71	\$28.25	\$28.73	\$29.22	\$29.82			
J01246-J01249	Engineering Technician Apprentice .....		(See Apprentice Schedule)							
J01244	Lead Engineering Technician** .....	N	\$27.55	\$28.49	\$29.42	\$30.30	\$31.32			

**GARAGE**

J01115	Garage Mechanic .....	N	\$27.44	\$27.84	\$28.26		\$28.61			
J01116	Garage Mechanic (Evening) .....	N	\$27.44	\$27.84	\$28.26		\$28.61			
J01120-J01123	Garage Mechanic Apprentice .....		(See Apprentice Schedule)							
J01117	Garage Mechanic Helper .....	N	\$19.10	\$19.79	\$20.51	\$21.23	\$21.58	\$22.13		\$22.74
J01119	Garage Mechanic Helper (Evening) .....	N	\$19.10	\$19.79	\$20.51	\$21.23	\$21.58	\$22.13		\$22.74
J01112	Garage Mechanic II .....	N	\$23.85	\$24.20	\$24.55		\$24.90			
J01118	Garage Parts Storekeeper .....	N	\$23.50	\$24.08	\$24.64	\$25.23	\$25.55	\$26.11		\$26.54
J01113	Master Garage Mechanic** .....	N	\$29.38	\$29.66	\$29.95		\$30.58			
J01114	Master Garage Mechanic (Evening)** .....	N	\$29.38	\$29.66	\$29.95		\$30.58			

**GAS AND WATER**

J01239	Chief Corrosion Technician** .....	N	\$29.86	\$30.18	\$30.80		\$31.11			
J01240	Chief Corrosion Technician - Welding** (1) .....	N	\$30.38	\$30.70	\$31.32		\$31.63			
J01228	Chief Gas Technician (Large Crew)** .....	N	\$30.35	\$30.65	\$31.29		\$31.61			
J01229	Chief Gas Technician (Large Crew) - Welding** (2) .....	N	\$30.87	\$31.17	\$31.81		\$32.13			

\*\*Supervisory position

(1) Rate established above rate for J01239 by amount of welding premium.

(2) Rate established above rate for J01228 by amount of welding premium.



## GAS AND WATER (cont.)

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01230	Chief Gas Technician (Small Crew)**	N	\$29.86	\$30.18	\$30.80		\$31.11			
J01231	Chief Gas Technician (Small Crew) - Welding** (3)	N	\$30.38	\$30.70	\$31.32		\$31.63			
J01238	Gas Technician	N	\$26.61	\$26.88	\$27.44		\$27.71			
J01237	Gas Technician - Welding	N	\$27.76	\$28.34	\$28.61		\$28.90			
J01241-J01243	Gas Technician Apprentice		(See Apprentica Schededule)							
J01236	Lead Regulation Technician**	N	\$29.03	\$29.34	\$29.94		\$30.24			
J01232	Regulation Technician	N	\$26.87	\$27.45	\$27.72		\$28.28			
J01233-J01235	Regulation Technician Apprentice		(See Apprentice Schedule)							

## LINE AND RELATED

J01149	Chief Line Clearance Technician**	N	\$28.61	\$28.95	\$29.39		\$29.90			
J01129	Chief Line Technician (Small Crew)**	N				\$32.61				
J01141	Heavy-Duty Earth Borer Operator	N	\$23.49	\$24.07	\$24.63	\$25.21	\$25.47	\$26.01		\$26.48
J01154	Infrared Technician	N	\$26.17	\$26.75	\$27.36	\$27.88	\$28.46	\$29.06		\$29.60
J03783	Lead Line Technician	N	\$32.60	\$33.25		\$33.67				
J01135-J01138	Line Apprentice		(See Apprentice Schedule)							
J01151-J01152	Line Clearance Apprentice		(See Apprentice Schedule)							
J02849	Line Clearance Specialist	N	\$29.18	\$29.52	\$29.94		\$30.50			
J01150	Line Clearance Technician	N	\$25.47	\$25.68	\$26.31		\$26.82			
J01153	Line Clearance Truck Operator	N	\$20.72	\$21.31	\$21.85	\$22.43	\$22.63	\$23.09		\$23.37
J01130	Line Crew Leader**	N	\$31.09	\$31.44		\$31.83				
J01139	Line Equipment Operator	N	\$22.93	\$23.47	\$24.04	\$24.60	\$24.93	\$25.26		\$25.58

\*\*Supervisory position

(3) Rate established above rate for J01230 by amount of welding premium.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

LINE AND RELATED (Cont.)

LINE AND RELATED (Cont.)			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01142	Line Patroller .....	N	\$23.70	\$24.27	\$24.83	\$25.38	\$25.94	\$26.42		\$26.80
J01131	Line Technician .....	N	\$29.95	\$30.42		\$30.91				
J01140	Line Truck Operator .....	N	\$22.27	\$22.85	\$23.41	\$23.96	\$24.25	\$24.60		\$24.82
J01145	Local Representative (Electric)** .....	N	\$30.65	\$30.96	\$31.20		\$31.55			
J01146	Local Representative (Gas & Electric)** (4) .....	N	\$31.11	\$31.42	\$31.67		\$32.02			
J01148	Local Service Gas Representative** .....	N	\$29.38	\$29.77	\$30.17		\$30.59			
J01147	Local Service Representative** .....	N	\$29.38	\$29.77	\$30.17		\$30.59			
J01143	Trouble and Service Technician (Electric) .....	N	\$30.07	\$30.69		\$30.91				
J01144	Trouble and Service Technician (Gas & Electric) (4) .....	N	\$30.52	\$31.15		\$31.37				
J01132	Utility Technician .....	N	\$26.89	\$27.30		\$27.72				
J01133-J01134	Utility Technician Apprentice .....		(See Apprentice Schedule)							

METERING

J01161	Chief Electric Meter Technician** .....	N	\$30.59	\$31.18	\$31.64		\$32.20			
J01155	Electric Meter Technician .....	N	\$29.18	\$29.39	\$29.82		\$30.48			
J01157-J01160	Electric Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01175	Gas Meter Technician .....	N	\$25.93	\$26.18	\$26.48		\$26.69			
J01176-J01177	Gas Meter Technician Apprentice .....		(See Apprentice Schedule)							
J01169	Gas Metering Specialist** .....	N	\$28.24	\$28.78	\$29.29		\$29.84			
J01171-J01173	Gas Metering Specialist Apprentice .....		(See Apprentice Schedule)							
J01170	Gas Metering Specialist - Welding** .....	N	\$28.71	\$28.95	\$29.20		\$29.51			
J01174	Instrument and Meter Repair Technician .....	N	\$28.24	\$28.49	\$28.74		\$29.53			

\*\*Supervisory position

(4) Rate is established at 1.5% above the rate shown for electric position.

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**METERING (cont.)**

NO.	POSITION		(Each step represents a six-month increment)							
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01156	Lead Electric Meter Technician .....	N	\$30.48	\$30.63	\$31.10		\$31.88			
J01163-J01164	Single Phase Meter Apprentice .....		(See Apprentice Schedule)							
J01162	Single Phase Meter Tester .....	N	\$24.90	\$25.16	\$25.38		\$25.84			
J01178	Water Meter Technician .....	N	\$23.83	\$24.40	\$24.95	\$25.54	\$25.89	\$26.13		\$26.69

**SERVICE**

J01179	Lead Service Technician** .....	N	\$31.16	\$31.59		\$32.03				
J02476	Service and Relief Dispatcher .....	N	\$21.81	\$22.39	\$23.06	\$23.61	\$23.96	\$24.39		\$24.61
J01190	Service Dispatcher .....	N	\$19.73	\$20.26	\$20.87	\$21.37	\$21.67	\$22.05		\$22.26
J01181	Service Specialist (Gas & Electric) .....	N	\$28.83	\$29.23		\$29.67				
J01183	Service Technician .....	N	\$25.64	\$26.01		\$26.35				
J01188-J01189	Service Technician Apprentice .....		(See Apprentice Schedule)							
J01184	Service Worker .....	N	\$21.89	\$22.35	\$22.82	\$23.28	\$23.74	\$24.20		\$24.67

**STORES**

J01197	Area Stores Equipment Operator .....	N	\$22.68	\$23.26	\$23.81	\$24.35	\$24.66	\$25.00		\$25.22
J01196	Area Stores Material Handler .....	N	\$20.72	\$21.31	\$21.85	\$22.43	\$22.68	\$23.09		\$23.40
J01199	Area Stores Semi-Truck Driver .....	N	\$23.27	\$23.83	\$24.37	\$24.95	\$25.40	\$25.57		\$25.98
J01200	Area Stores Truck - Crane Operator .....	N	\$24.20	\$24.74	\$25.34	\$25.89	\$26.17	\$26.73		\$27.09
J01198	Area Stores Truck Driver .....	N	\$21.09	\$21.68	\$22.23	\$22.78	\$23.24	\$23.42		\$23.82
J01195	Chief Area Storekeeper** .....	N	\$27.13	\$27.68	\$28.25	\$28.79	\$29.23	\$29.46		\$29.97
J01194	Chief Area Storekeeper (Large Crew)** .....	N	\$27.94	\$28.47	\$28.94	\$29.45	\$29.92	\$30.42		\$30.91
J01204	Chief Plant Material Handler** .....	N	\$24.36	\$24.95	\$25.54	\$26.15	\$26.69	\$27.26		\$27.85
J01193	Lead Area Stores Material Handler (Evening)** .....	N	\$21.88	\$22.47	\$23.06	\$23.67	\$23.92	\$24.36		\$24.68
J01192	Local Material Coordinator .....	N	\$23.50	\$24.08	\$24.64	\$25.23	\$25.55	\$26.11		\$26.54

\*\*Supervisory position

## SUBSTATION CONSTRUCTION &amp; MAINTENANCE

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01213	Chief Concrete Technician**	N	\$26.27	\$26.85	\$27.43	\$27.93	\$28.51	\$28.76		\$29.33
J01206	Chief Electrician**	N	\$33.69	\$34.14		\$34.62				
J01205	Electric Equipment Maintenance Specialist**	N	\$33.45	\$33.89	\$34.34		\$34.65			
J01207	Electrician	N	\$30.82	\$31.30		\$31.82				
J01208-J01211	Electrician Apprentice		(See Apprentice Schedule)							
J01212	Electrician's Helper	N	\$20.92	\$21.48	\$22.05	\$22.59	\$22.97	\$23.35		\$23.60
J01214	Filtering Equipment Operator	N	\$23.59	\$24.14	\$24.71	\$25.30	\$25.58	\$26.17		\$26.73
J01215	Heavy Trailer-Truck Driver	N	\$24.41	\$24.96	\$25.55	\$26.11	\$26.48	\$27.00		\$27.36
J01216	Truck-Crane Operator (Heavy Duty)	N	\$24.41	\$24.96	\$25.55	\$26.11	\$26.48	\$27.00		\$27.36

## SUBSTATION OPERATION

J01218	Chief Water Works Operator	N/S	\$27.68	\$28.25	\$28.79	\$29.39	\$29.79	\$30.19		\$30.59
J01221	Dispatcher	N/S	\$23.88	\$24.44	\$25.02	\$25.57	\$25.91	\$26.19		\$26.54
J01217	Dispatcher & Substation Maintenance Inspector	N/S	\$24.85	\$25.44	\$26.01	\$26.55	\$26.93	\$27.15		\$27.62
J01225	Distribution Center Dispatcher	S	\$23.88	\$24.44	\$25.02	\$25.57	\$25.91	\$26.19		\$26.54
J01223	Maintenance & Relief Substation Operator (Ripon)	N/S	\$24.85	\$25.44	\$26.01	\$26.55	\$26.93	\$27.15		\$27.62
J01226	Substation & Combustion Turbine Maintenance Inspector & Operator	N/S	\$25.09	\$25.72	\$26.27	\$26.85	\$27.22	\$27.44		\$27.89
J01222	Substation & Water Works Operator (Ripon)	N/S	\$23.88	\$24.44	\$25.02	\$25.57	\$25.91	\$26.19		\$26.54
J01219	Substation Maintenance Inspector & Relief Dispatcher	N/S	\$24.85	\$25.44	\$26.01	\$26.55	\$26.93	\$27.15		\$27.62
J01224	Tool and Equipment Coordinator	N	\$23.67	\$24.15	\$24.63	\$25.12	\$25.64	\$26.13		\$26.57

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

# MISCELLANEOUS

			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01250	Building Custodian I*	N	\$16.36	\$17.10	\$17.76	\$18.44	\$18.66	\$19.05		\$19.30
J01251	Building Custodian II*	N	\$14.51	\$15.23	\$15.90	\$16.62	\$16.79	\$17.10		\$17.48
J01253	Customer Field Representative	N	\$21.00	\$21.56	\$22.12	\$22.68	\$23.09	\$23.40		\$23.68
J01257	Laborer*	N	\$16.00	\$16.71	\$17.39	\$18.07	\$18.47	\$18.95		\$19.30
J01256	Laborer Semi-Skilled*	N	\$16.86	\$17.57	\$18.27	\$18.95	\$19.37	\$19.82		\$20.23
J01260	Meter Reader	N	\$16.54	\$17.57	\$18.58	\$19.05	\$19.39	\$19.66		\$19.90
J01258	Senior Customer Field Representative**	N	\$23.72	\$24.15	\$24.58	\$25.00	\$25.41	\$25.84		\$26.27
J01253	Utility Laborer	N	\$16.86	\$17.57	\$18.27	\$18.95	\$19.37	\$19.82	\$20.23	\$20.83
J01252	Utility Operator	N	\$19.92	\$20.69	\$21.46	\$22.24	\$23.00	\$23.78	\$24.55	\$25.34
J01254	Utility Worker "A"	N	\$19.40	\$20.17	\$20.95	\$21.72	\$22.51	\$23.10	\$23.90	\$24.67
J01255	Utility Worker "B"	N	\$16.86	\$17.57	\$18.27	\$18.95	\$19.37	\$19.82	\$20.23	\$20.83

## PLANT POSITIONS - FUELS

J01273	Equipment Operator - Fuels	N/S	\$25.79	\$26.43	\$27.02	\$27.57	\$27.97	\$28.40		\$28.83
J03663	Lead Ash Site Operator**	N/S	\$28.26	\$28.92	\$29.49	\$30.12	\$30.47	\$30.94		\$31.40
J01271	Lead Equipment Operator - Fuels**	N/S	\$28.26	\$28.92	\$29.49	\$30.12	\$30.47	\$30.94		\$31.40
J01272	Relief Equipment Operator - Fuels	N/S	\$26.35	\$26.98	\$27.62	\$28.19	\$28.59	\$29.03		\$29.47

## OPERATING

J01267	Combustion Turbine Technician	N	\$28.61	\$29.11	\$29.56	\$30.06	\$30.51	\$31.02		\$31.82
J01270	Equipment Operator - Operations	S	\$25.79	\$26.43	\$27.02	\$27.57	\$27.97	\$28.40		\$28.83
J01266	Master Combustion Turbine Technician**	N	\$32.63	\$33.08	\$33.51		\$33.93			
J02846	Master Unit Operator - (Small Steam Plant)**	S	\$31.97	\$32.42	\$32.84		\$33.26			
J02847	Master Unit Operator - (Small Steam Plant - Licensed)**	S	\$32.56	\$32.99	\$33.43		\$33.86			
J01268	Plant Equipment Operator	S	\$27.78	\$28.34	\$28.98	\$29.54	\$30.15	\$30.38		\$30.92
J01269	Plant Equipment Operator - (Licensed) (5)	S	\$28.30	\$28.86	\$29.50	\$30.06	\$30.67	\$30.90		\$31.44

\*Starting or entry level position

\*\*Supervisory position

(5) Rate established above the rate for J01268 by \$0.52 premium amount.

## OPERATING (cont.)

			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01274	Plant Stores Helper .....	N	\$20.72	\$21.31	\$21.85	\$22.43	\$22.68	\$23.09		\$23.40
J01265	Relief Unit Operator .....	S	\$28.98	\$29.57	\$30.17	\$30.74	\$31.09	\$31.47		\$31.91
J01263	Unit Operator (Large Steam Plant) .....	S	\$28.98	\$29.57	\$30.17	\$30.74	\$31.09	\$31.47		\$31.91
J01264	Unit Operator (Small Steam Plant) .....	S	\$27.78	\$28.34	\$28.98	\$29.54	\$30.15	\$30.38		\$30.92

## MAINTENANCE

J01316	Maintenance Electrician .....	N	\$30.39	\$30.77	\$31.39		\$31.82			
J01315	Maintenance Electrician (Evening) .....	N	\$30.39	\$30.77	\$31.39		\$31.82			
J01341-J01344	Maintenance Electrician Apprentice .....		(See Apprentice Schedule)							
J01321	Maintenance Instrument and Control .....	N	\$30.39	\$30.77	\$31.39		\$31.82			
J01345-J01348	Maintenance Instrument and Control Apprentice .....		(See Apprentice Schedule)							
J01322	Maintenance Instrument and Control (Nelson Dewey/Rock River) .....	N	\$30.39	\$30.77	\$31.39		\$31.82			
J01349-J01350	Maintenance Instrument and Control (RR/ND) Apprentice - 1st & 2nd Yr .....		(See Apprentice Schedule)							
J02843	Maintenance Instrument and Control (RR/ND) Apprentice - 3rd Year .....		(See Apprentice Schedule)							
J01317	Maintenance Technician - Electrical .....	N	\$30.99	\$31.40	\$32.00		\$32.47			
J01351-J01354	Maintenance Technician - Electrical Apprentice .....		(See Apprentice Schedule)							
J01323	Maintenance Technician - Electrical (Columbia/Hydros) .....	N	\$30.99	\$31.40	\$32.00		\$32.47			
J01318	Maintenance Technician - Electrical (Evening Crew) .....	N	\$30.99	\$31.40	\$32.00		\$32.47			
J01313	Maintenance Technician - Mechanical .....	N	\$29.39	\$29.77	\$30.22		\$30.58			
J01308-J01311	Maintenance Technician - Mechanical Apprentice .....		(See Apprentice Schedule)							
J01325	Maintenance Technician - Mechanical (Evening) .....	N	\$29.39	\$29.77	\$30.22		\$30.58			
J01327	Maintenance Technician - Mechanical (Night) .....	N	\$29.39	\$29.77	\$30.22		\$30.58			
J01312	Maintenance Technician - Mechanical - Welding .....	N	\$29.88	\$30.27	\$30.75		\$31.16			
J01324	Maintenance Technician - Mechanical - Welding (Evening) .....	N	\$29.88	\$30.27	\$30.75		\$31.16			

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

**MAINTENANCE (CONT.)**

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01326	Maintenance Technician - Mechanical - Welding (Night)	N	\$29.88	\$30.27	\$30.75		\$31.16			
J01306	Maintenance Technician - Mechanical/Combustion Turbine Technician	N	\$28.71	\$29.22	\$29.74	\$30.22	\$30.72	\$31.21		\$31.69
J01291	Master Maintenance Electrician**	N	\$32.79	\$33.15	\$33.73		\$34.14			
J01295	Master Maintenance Electrician (Evening)**	N	\$32.79	\$33.15	\$33.73		\$34.14			
J01288	Master Maintenance Instrument and Control**	N	\$32.79	\$33.15	\$33.73		\$34.14			
J01287	Master Maintenance Instrument and Control (ND/RR)**	N	\$32.79	\$33.15	\$33.73		\$34.14			
J01294	Master Maintenance Technician (Rock River)**	N	\$33.23	\$33.60	\$34.19		\$34.62			
J01292	Master Maintenance Technician - Electrical**	N	\$33.23	\$33.60	\$34.19		\$34.62			
J01296	Master Maintenance Technician - Electrical (Evening Crew)**	N	\$33.23	\$33.60	\$34.19		\$34.62			
J01286	Master Maintenance Technician - Mechanical (Large Crew)**	N	\$32.97	\$33.44	\$33.87		\$34.32			
J01299	Master Maintenance Technician - Mechanical (Large Crew) (Evening)**	N	\$32.97	\$33.44	\$33.87		\$34.32			
J01301	Master Maintenance Technician - Mechanical (Large Crew) (Night)**	N	\$32.97	\$33.44	\$33.87		\$34.32			
J01285	Master Maintenance Technician - Mechanical (Large Crew) - Welding**	N	\$33.48	\$33.88	\$34.44		\$34.89			
J01298	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Evening)**	N	\$33.48	\$33.88	\$34.44		\$34.89			
J01300	Master Maintenance Technician - Mechanical (Large Crew) - Welding (Night)**	N	\$33.48	\$33.88	\$34.44		\$34.89			
J01290	Master Maintenance Technician - Mechanical (Small Crew)**	N	\$31.73	\$32.17	\$32.51		\$33.32			
J01303	Master Maintenance Technician - Mechanical (Small Crew) (Evening)**	N	\$31.73	\$32.17	\$32.51		\$33.32			
J01305	Master Maintenance Technician - Mechanical (Small Crew) (Night)**	N	\$31.73	\$32.17	\$32.51		\$33.32			
J01289	Master Maintenance Technician - Mechanical (Small Crew) - Welding**	N	\$32.37	\$32.84	\$33.16		\$33.92			
J01302	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Evening)**	N	\$32.37	\$32.84	\$33.16		\$33.92			
J01304	Master Maintenance Technician - Mechanical (Small Crew) - Welding (Night)**	N	\$32.37	\$32.84	\$33.16		\$33.92			

\*\*Supervisory position

# RESULTS - LABORATORY

NO.	POSITION		(Each step represents a six-month increment)							
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01280-J01282	Laboratory & Instrument Control Apprentice		(See Apprentice Schedule)							
J01283	Laboratory Technician	N	\$26.42	\$26.80	\$27.21		\$27.57			
J01284	Laboratory Technician Apprentice		(See Apprentice Schedule)							
J01277	Master Laboratory Technician**	N	\$29.13	\$29.48	\$29.90		\$30.31			

## HYDRO PLANTS

J01357	Chief Hydro Mechanic (PDS-KIL)**	N	\$29.82	\$30.40	\$30.94	\$31.53	\$31.93	\$32.35		\$32.80
J01360	Chief Hydro Mechanic - Welding (PDS-KIL)**	N	\$30.58	\$31.17	\$31.72	\$32.33	\$32.77	\$33.18		\$33.64
J01355	Maintenance Operator Technician (PDS-KIL)	N/S	\$26.27	\$26.85	\$27.43	\$27.93	\$28.37	\$28.83		\$29.24
J01356	Maintenance Operator Technician - Welding (PDS-KIL)	N/S	\$26.89	\$27.44	\$27.99	\$28.56	\$28.99	\$29.45		\$29.86

## MISCELLANEOUS

J01261	Planner/Scheduler	N	\$29.10	\$29.66	\$30.24	\$30.82	\$31.48	\$31.95		\$32.48
J01262	Plant Safety Coordinator	N	\$27.22	\$27.83	\$28.36	\$28.94	\$29.29	\$29.76		\$30.17

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.



# General Office - Physical Positions

## BUILDING

(Each step represents a six-month increment)

NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01127	General Office Materials Handler*	N	\$17.86	\$18.41	\$18.99	\$19.53	\$19.83	\$20.17		\$20.48
J01126	General Office Services Worker*	N	\$17.86	\$18.41	\$18.99	\$19.53	\$19.83	\$20.17		\$20.48

## ENGINEERING

J01109	Electrical Protective Equipment Technician**	N	\$26.93	\$27.48	\$28.04	\$28.63	\$29.13	\$29.66		\$29.88
J01108	Electrical Protective Equipment Tester	N	\$26.37	\$26.95	\$27.49	\$28.05	\$28.61	\$29.11		\$29.38
J01106	Electrical Technician	N	\$31.85	\$32.43	\$32.95	\$33.53	\$33.88	\$34.37		\$34.79
J02848	Lead Relay and Electrical Technician	N	\$33.60	\$34.22	\$34.80	\$35.38	\$35.77	\$36.28		\$36.71
J01105	Meter Laboratory Technician	N	\$29.39	\$29.93	\$30.54	\$31.09	\$31.53	\$31.83		\$32.41
J01107	Relay Technician	N	\$31.17	\$31.75	\$32.33	\$32.87	\$33.32	\$33.96		\$34.31
J01101	Surveyor I**	N	\$28.88	\$29.45	\$29.97	\$30.58	\$31.21	\$31.69		\$32.20
J01102	Surveyor II	N	\$24.30	\$24.85	\$25.44	\$26.01	\$26.48	\$26.82		\$27.12
J01103	Surveyor Aid I	N	\$20.90	\$21.43	\$22.02	\$22.56	\$22.99	\$23.37		\$23.60
J01104	Surveyor Aid II	N	\$18.20	\$18.78	\$19.33	\$19.90	\$20.22	\$20.62		\$20.77

## FORMS - SHIPPING AND RECEIVING

J01098	Forms Shipping and Receiving Worker	N	\$17.86	\$18.24	\$18.62	\$19.00	\$19.37	\$19.74	\$20.11	\$20.48
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## LOAD DISPATCHING

J01110	Load Dispatcher	S	\$32.84	\$33.41	\$33.95	\$34.52	\$34.79	\$35.20		\$35.73
J01111	SOC Control Technician	N/S	\$28.95	\$29.50	\$30.09	\$30.65	\$31.13	\$31.53		\$31.93

\*Starting or entry level position

\*\*Supervisory position

# MAIL SERVICES

MAIL SERVICES			(Each step represents a six-month increment)							
NO.	POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
J01100	Automated Mail Processor .....	N	\$16.10	\$17.19	\$18.19	\$19.17	\$20.14	\$20.58	\$21.22	\$21.77
J01099	Lead Automated Mail Processor** .....	N	\$18.82	\$19.92	\$20.95	\$21.93	\$22.85	\$23.78	\$24.48	\$24.59
J01092	Courier Driver* .....	N	\$20.90	\$21.61	\$22.25	\$22.96	\$23.24	\$23.70		\$23.96
J01093	Relief Courier Driver* .....	N	\$20.90	\$21.61	\$22.25	\$22.96	\$23.24	\$23.70		\$23.96

# PRINTING SERVICES

J01097	Bindery Operator .....	N	\$14.15	\$14.97	\$15.76	\$16.55	\$17.35	\$18.15	\$18.95	\$19.74
J01094	Lead Offset Press Operator** .....	N	\$18.82	\$19.68	\$20.54	\$21.39	\$22.25	\$23.10	\$23.96	\$24.83
J01095	Offset Press Operator I .....	N	\$17.05	\$17.91	\$18.78	\$19.65	\$20.48	\$21.35	\$22.22	\$23.07
J01096	Offset Press Operator II .....	N	\$16.10	\$17.19	\$18.19	\$19.17	\$20.14	\$20.58	\$21.22	\$21.77

# TELECOMMUNICATIONS

J01091	Telecommunications Technician .....	N	\$26.62	\$27.17	\$27.77	\$28.31	\$28.89	\$29.46		\$30.09
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\*Starting or entry level position

\*\*Supervisory position

Note: Employees on the Union payroll as of June 1, 1982 who fill start/entry level physical positions are exempt from the first three (3) steps.

Employees on the Union payroll as of June 1, 1987 who fill physical positions other than start/entry level or journeyman positions are exempt from the first three (3) steps.

# APPRENTICE SCHEDULE

NO.	POSITION	
J01160	Electric Meter Technician Apprentice-1st Year***	\$23.77
J01159	Electric Meter Technician Apprentice-2nd Year***	\$24.99
J01158	Electric Meter Technician Apprentice-3rd Year***	\$26.21
J01157	Electric Meter Technician Apprentice-4th Year***	\$27.43
J01211	Electrician Apprentice-1st Year***	\$24.82
J01210	Electrician Apprentice-2nd Year***	\$26.09
J01209	Electrician Apprentice-3rd Year***	\$27.37
J01208	Electrician Apprentice-4th Year***	\$28.64
J01249	Engineering Technician Apprentice-1st Year***	\$23.26
J01248	Engineering Technician Apprentice-2nd Year***	\$24.45
J01247	Engineering Technician Apprentice-3rd Year***	\$25.65
J01246	Engineering Technician Apprentice-4th Year***	\$26.84
J01123	Garage Mechanic Apprentice-1st Year***	\$22.32
J01122	Garage Mechanic Apprentice-2nd Year***	\$23.46
J01121	Garage Mechanic Apprentice-3rd Year***	\$24.60
J01120	Garage Mechanic Apprentice-4th Year***	\$25.75
J01125	Garage Mechanic II Apprentice-1st Year***	\$21.41
J01124	Garage Mechanic II Apprentice-2nd Year***	\$22.41
J01177	Gas Meter Technician Apprentice-1st Year***	\$22.95
J01176	Gas Meter Technician Apprentice-2nd Year***	\$24.02
J01173	Gas Metering Specialist Apprentice-1st Year***	\$24.47
J01172	Gas Metering Specialist Apprentice-2nd Year***	\$25.66
J01171	Gas Metering Specialist Apprentice-3rd Year***	\$26.86
J01241	Gas Technician Apprentice-1st Year***	\$22.72
J01242	Gas Technician Apprentice-2nd Year***	\$23.83
J01243	Gas Technician Apprentice-3rd Year***	\$24.94
J01284	Laboratory Technician Apprentice-1st Year (6)	\$24.81
J01138	Line Apprentice-1st Year***	\$24.11
J01137	Line Apprentice-2nd Year***	\$25.35
J01136	Line Apprentice-3rd Year***	\$26.58
J01135	Line Apprentice-4th Year***	\$27.82

NO.	POSITION	
J01152	Line Clearance Apprentice-1st Year***	\$23.07
J01151	Line Clearance Apprentice-2nd Year***	\$24.14
J01344	Maintenance Electrician Apprentice-1st Year***	\$24.82
J01343	Maintenance Electrician Apprentice-2nd Year***	\$26.09
J01342	Maintenance Electrician Apprentice-3rd Year***	\$27.37
J01341	Maintenance Electrician Apprentice-4th Year***	\$28.64
J01348	Maintenance Instrument and Control Apprentice-1st Year***	\$24.82
J01347	Maintenance Instrument and Control Apprentice-2nd Year***	\$26.09
J01346	Maintenance Instrument and Control Apprentice-3rd Year***	\$27.37
J01345	Maintenance Instrument and Control Apprentice-4th Year***	\$28.64
J01350	Maint. Instrument and Control Apprentice (RR/ND)-1st Year***	\$26.09
J01349	Maint. Instrument and Control Apprentice (RR/ND)-2nd Year***	\$27.37
J02843	Maint. Instrument and Control Apprentice (RR/ND)-3rd Year***	\$28.64
J01354	Maintenance Technician - Electrical Apprentice-1st Year***	\$25.33
J01353	Maintenance Technician - Electrical Apprentice-2nd Year***	\$26.63
J01352	Maintenance Technician - Electrical Apprentice-3rd Year***	\$27.92
J01351	Maintenance Technician - Electrical Apprentice-4th Year***	\$29.22
J01311	Maintenance Technician - Mechanical Apprentice-1st Year (7)	\$24.30
J01310	Maintenance Technician - Mechanical Apprentice-2nd Year (7)	\$25.55
J01309	Maintenance Technician - Mechanical Apprentice-3rd Year (7)	\$26.80
J01308	Maintenance Technician - Mechanical Apprentice-4th Year (7)	\$28.04
J01233	Regulation Technician Apprentice-1st Year***	\$23.19
J01234	Regulation Technician Apprentice-2nd Year***	\$24.32
J01235	Regulation Technician Apprentice-3rd Year***	\$25.45
J01189	Service Technician Apprentice-1st Year***	\$22.66
J01188	Service Technician Apprentice-2nd Year***	\$23.72
J01164	Single Phase Meter Apprentice-1st Year***	\$22.22
J01163	Single Phase Meter Apprentice-2nd Year***	\$23.26
J01134	Utility Technician Apprentice-1st Year***	\$23.84
J01133	Utility Technician Apprentice-2nd Year***	\$24.95

\*\*\*Apprentice program rates are based on the maximum Journeyman rate:

Four Year:	78%—1st year, 82%—2nd year, 86%—3rd year, 90%—4th year.
Three Year:	82%—1st year, 86%—2nd year, 90%—3rd year.
Two Year:	85%—1st year, 90%—2nd year.

(6) Rate based at 90% of maximum Journeyman rate.

(7) Rate based on the maximum rate for position J01312.

## ARTICLE XXXVII—WAGE SCHEDULE FOR CLERICAL POSITIONS

05/28/06-05/26/07

## Field Clerical Positions

ACCOUNTING AND CUSTOMER  
RELATIONS

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01072	Customer Service Representative .....	\$13.69	\$14.25	\$14.80	\$15.37	\$15.74	\$16.20	\$16.63	\$17.03	\$17.50	\$17.92		\$18.44		\$19.03		\$19.39	\$19.79
J01071	Senior Customer Service Representative** .....	\$21.26	\$21.77	\$22.31	\$22.90	\$23.27	\$23.67	\$24.08	\$24.50	\$24.85	\$25.28	\$25.68	\$26.06		\$26.47			

## ENGINEERING

J01073	Area Operations Representative .....	\$13.69	\$14.25	\$14.80	\$15.37	\$15.74	\$16.20	\$16.63	\$17.03	\$17.50	\$17.92		\$18.44		\$19.03		\$19.39	\$19.79
J01080	Assistant Project Designer .....	\$16.16	\$16.64	\$17.09	\$17.55	\$18.03	\$18.47	\$18.95	\$19.42	\$19.90	\$20.33		\$20.83		\$21.28		\$21.72	\$22.19
J01081	Map Drafter I .....	\$16.16	\$16.71	\$17.26	\$17.78	\$18.19	\$18.62	\$19.03	\$19.40	\$19.82	\$20.26	\$20.66	\$21.07		\$21.72		\$22.19	
J01082	Map Drafter II* .....	\$11.87	\$12.45	\$12.98	\$13.55	\$14.02	\$14.48	\$15.02	\$15.50	\$16.01	\$16.52	\$17.00		\$17.51		\$18.03		\$19.39
J01083	Technical Assistant .....	\$21.27	\$21.78	\$22.33	\$22.91	\$23.35	\$23.78	\$24.21	\$24.68	\$25.12	\$25.56	\$26.03	\$26.47		\$26.86			

## STORES

J01075	Area Stores Clerk .....	\$16.95	\$17.50	\$18.03	\$18.57	\$19.03	\$19.45	\$19.91	\$20.32	\$20.83	\$21.23	\$21.67		\$22.27		\$22.74		
J01074	Senior Area Stores Clerk .....	\$22.05	\$22.58	\$23.12	\$23.67	\$24.10	\$24.53	\$24.97	\$25.40	\$25.84	\$26.27	\$26.77	\$27.17		\$27.54			
J01077	Sourcing Buyer Assistant .....	\$16.95	\$17.50	\$18.03	\$18.57	\$19.03	\$19.45	\$19.91	\$20.32	\$20.83	\$21.23	\$21.67		\$22.27		\$22.70		
J01078	Sourcing Inventory Assistant .....	\$16.95	\$17.50	\$18.03	\$18.57	\$19.03	\$19.45	\$19.91	\$20.32	\$20.83	\$21.23	\$21.67		\$22.27		\$22.70		

## GENERAL

J01084	Clerk .....	\$12.78	\$13.28	\$13.85	\$14.43	\$14.83	\$15.21	\$15.63	\$16.05	\$16.40	\$16.85		\$17.33		\$17.87		\$18.41	\$18.93
J01086	Clerk-Stenographer .....	\$13.21	\$13.74	\$14.29	\$14.83	\$15.21	\$15.58	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33

\*Starting or entry level position      \*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

# General Office Clerical Positions

## ACCOUNTING AND TREASURY

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01006	Accounting Clerk .....	\$18.10	\$18.68	\$19.22	\$19.75	\$20.20	\$20.57	\$20.95	\$21.34	\$21.72	\$22.17	\$22.56		\$23.23		\$23.47		
J01011	Assistant Work Order Technician ..	\$16.82	\$17.33	\$17.90	\$18.42	\$18.84	\$19.30	\$19.73	\$20.20	\$20.58	\$21.02	\$21.42		\$22.08		\$22.55		
J01005	Senior Accounting Clerk .....	\$21.42	\$22.00	\$22.53	\$23.06	\$23.49	\$23.93	\$24.37	\$24.81	\$25.22	\$25.64	\$26.06	\$26.49		\$26.89			
J01008	Treasury Clerk .....	\$18.10	\$18.68	\$19.22	\$19.75	\$20.20	\$20.57	\$20.95	\$21.34	\$21.72	\$22.17	\$22.56		\$23.23		\$23.47		
J01010	Work Order Technician .....	\$22.05	\$22.58	\$23.12	\$23.67	\$24.10	\$24.53	\$24.97	\$25.40	\$25.84	\$26.27	\$26.77	\$27.17		\$27.54			

## CUSTOMER ACCOUNTING

J01030	Customer Billing Representative .....	\$22.05	\$22.58	\$23.12	\$23.67	\$24.10	\$24.51	\$24.95	\$25.35	\$25.74	\$26.20	\$26.56	\$27.00		\$27.43			
J01028	Lead Remittance Processor** .....	\$18.82	\$19.37	\$19.92	\$20.47	\$20.95	\$21.42	\$21.93	\$22.35	\$22.85	\$23.34	\$23.78		\$24.48		\$24.59		
J01029	Remittance Processor .....	\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33

## DATA PROCESSING

J01025	Data Entry Operator I .....		\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33
J01026	Information Technology Operator .. S		\$19.12	\$19.68	\$20.21	\$20.76	\$21.12	\$21.48	\$21.93	\$22.29	\$22.67	\$23.03	\$23.43		\$24.14		\$24.27		
J01024	Lead Data Entry Operator** .....		\$18.19	\$18.76	\$19.30	\$19.80	\$20.20	\$20.47	\$20.83	\$21.12	\$21.43	\$21.75	\$22.12		\$22.78		\$23.16		
J01020	Relief Data Processing Equipment Operator .....	S	\$19.12	\$19.68	\$20.21	\$20.76	\$21.12	\$21.48	\$21.93	\$22.29	\$22.67	\$23.03	\$23.43		\$24.14		\$24.27		
J01022	Relief Information Services Control Clerk .....	N/S	\$14.98	\$15.48	\$16.05	\$16.56	\$17.08	\$17.53	\$18.02	\$18.45	\$18.99	\$19.39		\$19.99		\$20.59		\$20.65	\$20.72
J01027	Relief Information Technology Operator .....	S	\$19.12	\$19.68	\$20.21	\$20.76	\$21.12	\$21.48	\$21.93	\$22.29	\$22.67	\$23.03	\$23.43		\$24.14		\$24.27		

\*\*Supervisory Position

**ENGINEERING**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

NO.	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J01042	CADD Technical Support Specialist (Civil) .....	\$24.17	\$24.72	\$25.28	\$25.80	\$26.22	\$26.73	\$27.14	\$27.57	\$27.97	\$28.50	\$28.93	\$29.40			\$29.66		
J01041	CADD Technical Support Specialist (Electric) .....	\$24.17	\$24.72	\$25.28	\$25.80	\$26.22	\$26.73	\$27.14	\$27.57	\$27.97	\$28.50	\$28.93	\$29.40			\$29.66		
J01037	CADD Technician I (Civil) .....	\$23.65	\$24.19	\$24.73	\$25.30	\$25.72	\$26.20	\$26.62	\$27.10	\$27.49	\$27.93	\$28.38	\$28.86			\$29.13		
J01036	CADD Technician I (Electric) .....	\$23.65	\$24.19	\$24.73	\$25.30	\$25.72	\$26.20	\$26.62	\$27.10	\$27.49	\$27.93	\$28.38	\$28.86			\$29.13		
J01039	CADD Technician II (Civil) .....	\$21.39	\$21.95	\$22.49	\$23.03	\$23.47	\$23.92	\$24.37	\$24.81	\$25.22	\$25.65	\$26.07	\$26.52			\$26.93		
J01038	CADD Technician II (Electric) .....	\$21.39	\$21.95	\$22.49	\$23.03	\$23.47	\$23.92	\$24.37	\$24.81	\$25.22	\$25.65	\$26.07	\$26.52			\$26.93		
J01040	CADD Technician III .....	\$16.55	\$17.10	\$17.64	\$18.19	\$18.62	\$19.03	\$19.40	\$19.90	\$20.31	\$20.72	\$21.12		\$21.77			\$22.23	
J01035	Drafter III .....	\$16.55	\$17.10	\$17.64	\$18.19	\$18.62	\$19.03	\$19.40	\$19.90	\$20.31	\$20.72	\$21.12		\$21.77			\$22.23	
J01044	Electric Systems Clerk .....	\$16.42	\$16.92	\$17.42	\$17.92	\$18.41	\$18.91	\$19.40	\$19.91	\$20.40	\$20.90	\$21.37		\$21.87			\$22.41	
J01043	Engineering Records Clerk .....	\$16.05	\$16.56	\$17.15	\$17.68	\$18.09	\$18.52	\$19.00	\$19.39	\$19.83	\$20.27	\$20.72		\$21.34			\$21.94	
J01052	Geographic Information System and Dispatch Technician .....	\$21.27	\$21.78	\$22.33	\$22.91	\$23.35	\$23.78	\$24.21	\$24.68	\$25.12	\$25.56	\$26.03	\$26.47			\$26.86		
J01051	Geographic Information System Representative .....	\$16.05	\$16.56	\$17.15	\$17.68	\$18.09	\$18.52	\$19.00	\$19.39	\$19.83	\$20.27	\$20.72		\$21.34			\$21.94	
J02497	Geographic Information System Technician .....	\$21.27	\$21.78	\$22.33	\$22.91	\$23.35	\$23.78	\$24.21	\$24.68	\$25.12	\$25.56	\$26.03	\$26.47			\$26.86		
J02499	Lead Geographic Information System Technician** .....	\$21.34	\$23.83	\$24.37	\$24.97	\$25.40	\$25.84	\$26.27	\$26.75	\$27.17	\$27.62	\$28.08	\$28.50			\$28.89		
J01047	System Protection Technician .....	\$22.05	\$22.58	\$23.12	\$23.67	\$24.10	\$24.53	\$24.97	\$25.40	\$25.84	\$26.27	\$26.77	\$27.17			\$27.54		
J01046	Technical Assistant .....	\$21.27	\$21.78	\$22.33	\$22.91	\$23.35	\$23.78	\$24.21	\$24.68	\$25.12	\$25.56	\$26.03	\$26.47			\$26.86		
J01045	Transmission Technician .....	\$23.34	\$23.84	\$24.40	\$24.94	\$25.40	\$25.79	\$26.24	\$26.63	\$27.14	\$27.55	\$27.96	\$28.40			\$28.77		

**HELP DESK**

J01016	Client Service Specialist I .....	\$21.07	\$21.64	\$22.12	\$22.60	\$23.09	\$23.61	\$24.07	\$24.59	\$25.07	\$25.58		\$26.17					
J01017	Client Service Specialist II .....	\$19.21	\$19.74	\$20.26	\$20.76	\$21.24	\$21.69	\$22.14	\$22.61	\$23.06	\$23.53	\$24.03		\$24.50			\$24.96	
J01019	Relief Client Service Specialist .....	\$21.07	\$21.64	\$22.12	\$22.60	\$23.09	\$23.61	\$24.07	\$24.59	\$25.07	\$25.58		\$26.17					

\*\*Supervisory Position

Note: Employees on the Union Payroll as of June 1, 1987 are exempt from the first three steps of a clerical position.

**MAIL CENTER**

(Each step represents a six-month increment except step 17. Step 17 occurs one full year after step 16.)

**NO. POSITION**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
J02879 Lead Mail Center Coordinator** .....	\$18.11	\$18.88	\$19.37	\$20.11	\$20.64	\$21.38	\$21.90	\$22.39	\$23.15	\$23.66		\$24.40		\$25.16			
J01063 Mail Center Coordinator .....	\$15.73	\$16.30	\$16.85	\$17.39	\$17.95	\$18.44	\$19.01	\$19.53	\$20.11	\$20.62		\$21.26		\$21.81			

**MATERIALS MANAGEMENT AND FUEL SERVICES**

J01033 Materials Management Clerk .....	\$13.64	\$14.15	\$14.72	\$15.27	\$15.84	\$16.41	\$17.00	\$17.59	\$18.19	\$18.79		\$19.36		\$19.94		\$20.08	\$20.22
J01034 Senior Fuel Services Clerk .....	\$16.82	\$17.33	\$17.90	\$18.42	\$18.84	\$19.30	\$19.73	\$20.20	\$20.58	\$21.02	\$21.42		\$22.08		\$22.55		

**REAL ESTATE**

J01070 Real Estate Technical Assistant .....	\$19.61	\$20.11	\$20.59	\$21.05	\$21.53	\$22.02	\$22.47	\$22.95	\$23.42	\$23.88	\$24.35	\$24.83		\$25.32			
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**RECORDS**

J01054 Records Clerk .....	\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33
J01053 Senior Records Clerk .....	\$18.26	\$18.81	\$19.36	\$19.91	\$20.31	\$20.70	\$21.07	\$21.48	\$21.85	\$22.25	\$22.65		\$23.36		\$23.58		

**SHAREOWNER SERVICES**

J01004 Shareowner Services Representative .....	\$15.05	\$15.63	\$16.14	\$16.68	\$17.15	\$17.57	\$18.03	\$18.47	\$18.95	\$19.39	\$19.91		\$20.51		\$21.09		\$21.28
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**MISCELLANEOUS**

J01069 Administrative Services Clerk .....	\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33
J01065 Clerk .....	\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33
J01068 Corporate Receptionist .....	\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33
J01023 Document Management Technician .....	\$18.57	\$19.12	\$19.68	\$20.21	\$20.62	\$21.07	\$21.54	\$22.05	\$22.47		\$23.15		\$23.38				
J01080 Graphics Technician I .....	\$16.42	\$16.97	\$17.53	\$18.07	\$18.65	\$19.13	\$19.71	\$20.23	\$20.77	\$21.33		\$21.99		\$22.43			
J01059 Graphics Technician II .....	\$15.05	\$15.63	\$16.14	\$16.68	\$17.22	\$17.76	\$18.32	\$18.82	\$19.37	\$19.91		\$20.51		\$21.09		\$21.22	\$21.28
J03634 Lead Graphics Technician** .....	\$19.39	\$20.11	\$20.63	\$21.10	\$21.60	\$22.09	\$22.59	\$23.07	\$23.56		\$24.31		\$24.54				
J01067 Stenographer-Receptionist .....	\$13.65	\$14.19	\$14.73	\$15.28	\$15.70	\$16.10	\$16.52	\$16.92	\$17.29	\$17.71		\$18.24		\$18.78		\$19.22	\$19.68
J01064 Word Processor-Operator .....	\$13.22	\$13.78	\$14.30	\$14.85	\$15.23	\$15.63	\$16.00	\$16.36	\$16.80	\$17.19		\$17.70		\$18.20		\$18.77	\$19.33

\*\*Supervisory position

## APPENDIX 1

### CALL-OUT PRACTICE FOR SHIFT EMPLOYEES

Occasionally, due to sickness or other reasons, a regular shift employee is unable to report for work. When a vacancy of this type is created and it is determined that the position is to be filled, the following is done in this order:

#### 1. Five Shift Operations or Less

- a. The preferred method to fill the vacancy referred to above shall be substitution, providing the employee is qualified for the particular job, in order to free up weekends and scheduled days off as much as possible for those people assigned to relief.
- b. Call or make arrangements with a relief operator or an employee who is scheduled relief that week (straight time) provided that the employee on scheduled relief has at least eight (8) hours rest time before reporting to work and eight (8) hours rest time after finishing work before their regular scheduled work day.
- c. Call employee of same classification or employee scheduled relief that week (overtime) by order on overtime list, provided they have at least eight (8) hours rest time before reporting to work on overtime and eight (8) hours rest after finishing overtime work before their regular scheduled work day.
- d. Call an employee of a higher classification who is qualified and fits the above rest time provisions.
- e. Ask operator to stay over and call employee in early to split shift. This should be avoided, if possible, for safety reasons.



## **APPENDIX 2**

### **ALTERNATE WORK SCHEDULES**

The company and union agree the following Alternate Work Schedules are optional to employees but require management approval. The parties recognize that there are some situations such as crew work that may limit or change these options available to employees under these programs.

#### **1. Alternate Starting Times**

- a. The standard week shall be forty (40) hours, consisting normally of five (5) eight (8) hour days.
- b. The work week will be on a Monday through Friday basis, unless altered by provisions of the bargaining agreement.
- c. Scheduled work hours for day position employees will be between the hours of 6:00 A.M. and 6:00 P.M. Work hours for other than day positions will need to be adjusted accordingly.
- d. The starting time will be between the hours of 6:00 A.M. and 9:00 A.M. (by half hour increments) as determined by the job requirements.
- e. Requests for schedule changes need to be completed by noon of each Thursday for the following week.
- f. Management reserves the right to approve or deny alternate work schedules based on the needs of the business. Schedules may need to be altered by Management due to sick time, death, peak work load, emergencies, or for other reasons Management concludes is important. This could include requiring crews to start at the same time, take the same lunch break or return to the normal work schedule.
- g. Employees are expected to take at least one-half (1/2) hour lunch.
- h. Make-up time: Employees excused from work for personal reasons may have the option to make up all or part of the excused time dependent upon supervisor approval. It is recognized that there are some situations such as crew and shift work for example, which makes make-up time very difficult to allow. In addition, specific conditions which must be satisfied are:
  - 1) The absence is approved by the immediate salaried supervisor.
  - 2) The make-up work time must occur during the work week in which the excused absence occurred. The work week begins on Sunday and ends the following Saturday.

3) The arrangement for make-up time must be mutually agreed to by the employee and the salaried supervisor. The salaried supervisor ensures that the work to be done and/or the supervision available during the make-up time is appropriate.

4) Time cannot be made up on Sundays or holidays.

- i. An employee joining a crew because of a new or changed work assignment will be expected to work the same hours as already established by the crew or process they are joining.

## **2. 4-10 Hour Days**

- a. Seventy-five (75%) of the employees on a crew must be in favor of 4-10 hour days before it will be implemented. Substitution upward is allowed in order to facilitate 4-10 hour days. Resource Electrical Crews and General Office Survey Crews may not switch from one option to the other more often than once every four weeks. An employee joining a crew because of a new or changed work assignment will be expected to work the same hours as already established by the crew or process they are joining.
- b. Scheduled work hours for day position employees working 4-10 hour days will normally be no earlier than 6:00 A.M. and no later than 6:00 P.M., with a one-half (1/2) hour lunch. Starting times for other than day positions will need to be adjusted accordingly.

Resource Electrical Crews normal 10 hour day will be 7:00 A.M. to 5:30 P.M. For extenuating circumstances crews may start as early as 6:00 A.M. with management approval.

- c. The work week will be on a Monday through Friday basis, unless altered by provisions of the bargaining agreement. Work will be scheduled on Monday through Thursday and Tuesday through Friday.
- d. For those employees whose work is impacted by daylight hours, a 4-10 hour day work schedule must not be used beyond the end of daylight savings time. By mutual agreement, the option could begin earlier or extend later in the year provided sufficient daylight is available to do the work safely.
- e. All employees shall be paid at two (2) times their regular rate as overtime pay for all work done on any of the holidays listed in Article XXXII. All employees shall be paid at one and one-half (1-1/2) times their regular rate as overtime pay for all other work done on the following conditions:
- 1) All work done in excess of forty (40) hours in any work week.
  - 2) All work done in excess of ten (10) hours in any calendar day period.

- 3) All work done by employees during their regularly scheduled lunch period. Employees required to do such work during their regularly scheduled lunch period shall be granted sufficient time, with pay, not to exceed their regularly scheduled lunch period to eat their lunch.
  - 4) Employees who are absent from work on an own account basis without pay during any or all of their regular work day or work week will not be paid at the overtime rate except for work on Sundays and holidays until they have worked ten (10) hours in a day or forty (40) hours in a week excluding hours already paid for at an overtime rate.
  - 5) Rest time will remain at eight (8) hours and will be handled in accordance with the Contract.
- f. Vacation, sick leave, jury duty, bereavement leave, and military leave will be converted to hours. An employee who is off for any of the foregoing reasons will be charged for ten (10) hours. If an employee has less than a full day of vacation remaining at the end of a year, the Company will buy back the remaining hours of vacation that are less than one full day or the employee, with Management approval, may use the remaining hours.
- g. During the week of a holiday employees (excluding the exceptions noted below) will return to the traditional 5-8 hour day work week. Eight (8) hours pay will be paid for holidays.

Resource Engineering Technicians, Resource Gas Crews, Substation Maintenance and Construction Crews, Electrical Meter Department employees, Electrical Technicians and Relay Technicians when traveling, will receive ten (10) hours pay for holidays. An effort will be made to create a schedule during the week of a holiday so that employees can celebrate a holiday that occurs on a Monday.

Resource Electrical Crews and General Office Survey Crews are eligible for ten (10) hours holiday pay. An effort will be made to create a schedule during the week of a holiday so that employees can celebrate a holiday that occurs on a Monday through Friday as one of their originally scheduled work days. If this is not possible employees will be paid holiday pay in the manner that a Saturday holiday is now paid.

- h. For reasons of safety and work performance, employees will normally not be granted the daily travel allowance if an employee must travel more than one and one-half (1-1/2) hours each way per day to or from the report site and home. Supervisors will monitor the questions of safety, fatigue and morale. They will monitor the number of occurrences the daily travel allowance is being used in the 4-10 hour day trial. The Company reserves the right to deny the daily travel allowance based on safety concerns.

- i. Management reserves the right to approve or deny 4-10 hour schedules based on the needs of the business. Schedules may need to be altered by Management due to sick time, death, peak work load, emergencies, or for other reasons Management concludes is important. This could include requiring crews to start at the same time, take the same lunch break or returning to the normal work schedule.

## **APPENDIX 3**

### **JOB SHARING PROGRAM BARGAINING UNIT EMPLOYEES**

#### **1. Definition of Job Sharing**

Job sharing is an alternative work pattern designed to meet the changing needs of employees. It is an optional work schedule whereby two employees share the responsibilities of one full-time budgeted position. Through job sharing, employees who choose to work less than full time are able to maintain the same level of responsibility and continue to contribute to the organization.

#### **2. Eligibility**

Employees in non-supervisory positions are eligible to participate in job sharing.

#### **3. Request to Job Share**

An employee who is interested in job sharing must submit a request in writing to the salaried supervisor. The supervisor will review the job and the department's needs relative to the request to determine its applicability to the job sharing concept. The review should include, but is not limited to the following guidelines:

- a. Does the job consist mainly of a series of tasks or projects which can be divided between the job sharers?
- b. Can the job be divided so that the responsibilities of each job sharer will remain at the current job level?
- c. Are the duties defined such that the supervisor can accurately assess each job sharer's performance?
- d. The intent is for jobs to be split equally so as to ensure continuity and contact between job sharers. Supervisors have the flexibility to address individual circumstances and departmental needs.
- e. All job sharers are required to meet the full qualifications of the position being shared.
- f. Can this job be legitimately split and still meet the needs of the business?
- g. Does the job share increase the cost of operations such as wages, equipment, office space, etc.?

- h. Does the job share negatively impact the Company's ability to effectively run the business?

Management will retain the authority to approve or reject a job sharing request. The cost center manager will have final authority to approve and to dissolve job sharing arrangements. It should be understood that job sharing is the sharing of one full time authorized budgeted position.

**4. Request Rejected**

If after reviewing the job sharing request, it is determined that a position cannot be shared or that the needs of the business cannot be met in a job sharing format, the employee will be notified by the supervisor.

**5. Request Approved**

If it is determined that the job in question is appropriate to be shared and that the needs of the business can be met effectively with a shared job format, the job sharing arrangement should be reviewed with the appropriate Employee Services Administrator in Employee Relations. The purpose of the review is to ensure a complete understanding and consistent application of the job sharing policy and agreement.

To fill the other half of the job sharing position, the supervisor will complete the Hourly Position Requisition form (WPL 5128-C) and the Position Requisition Supplemental Information form. The other half of the job sharing position will be filled through the normal posting process.

**6. Job Sharing Agreement**

A job sharing agreement will be completed by the supervisor and signed by the job sharing partners and the cost center manager. The agreement will be reviewed in detail with each job sharer. A copy of the agreement form is attached.

## JOB SHARING AGREEMENT BARGAINING UNIT EMPLOYEES

The purpose of this document is to set forth an agreement and an understanding between job sharers and the Company regarding work schedules, work assignments, compensation and benefits. It is not intended to constitute an employment contract between the participants and the Company. It is understood that participants are employees at will as set forth in the "Information Please", Employee Resource Book.

Department: \_\_\_\_\_ Work Location: \_\_\_\_\_

Job Sharer: \_\_\_\_\_ Job Sharer: \_\_\_\_\_

Effective Date of Job Sharing Arrangement:

### 1. Work Schedule

The job will be shared 50%-50% by two people. Each job sharer will work the hours indicated below until modified by mutual agreement between the job sharers and their supervisor. The intent is for jobs to be split equally so as to ensure continuity and contact between job sharers. Supervisors have the flexibility to address individual circumstances and departmental needs.

\_\_\_\_\_  
(Job Sharer)

\_\_\_\_\_  
(Work Schedule)

\_\_\_\_\_  
(Job Sharer)

\_\_\_\_\_  
(Work Schedule)

### 2. Work Assignments

Each job sharer will be assigned to the same supervisor who will be responsible for work assignments. It should be understood that job sharing is the sharing of one full time authorized budgeted position.

### 3. Compensation

Job sharers are compensated for the position at an hourly pay rate as referenced in the Union agreement, Article XXXVII, Wage Schedule For Physical Positions and Article XXXVIII, Wage Schedule For Clerical Positions.

### 4. Benefits

Job sharers who work 50% of a full time schedule are eligible for the following benefits prorated based on the number of hours worked:

- Holidays
- Sick Time
- Tuition Reimbursement
- Vacation

The following benefits are covered in full and the employee must continue to pay the monthly premium for health insurance (premium is not prorated):

- Health Insurance
- Dental Insurance
- Vision Insurance

Job sharers who work 50% of a full time schedule are eligible to participate in the following on the same basis as full time employees:

- Long Range Savings Plan\*
- Life Insurance Program
- Pension Plan\*
- Disability Benefits

\* Employees must provide a minimum of 1,000 hours of service during the preceding 12 months of employment to be eligible for these benefits.

## **5. Review Process**

The cost center manager will review the status of the job sharing arrangement with the salaried supervisor and the job sharers periodically throughout the program. If it is determined that a job sharing arrangement is not meeting the needs of the business, Management has the authority to dissolve the arrangement. If this occurs, both job share employees will receive a reduction in forces notice per Article IV of the Agreement.

## **6. Communication**

Job sharers agree to maintain open communication with each other and their supervisor regarding the status of the work, unavoidable work schedule changes and any other changes pertinent to the position.

## **7. Company Policies and Procedures**

Job sharers are subject to the conditions of all Company policies and procedures not specifically addressed in this agreement.

The foregoing constitutes an agreement and an understanding of the job sharing arrangements described herein, and it is understood that this agreement may be terminated at any time. This is agreed to by:

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(Signature of Job Sharer)

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(Date)

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(Signature of Job Sharer)

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(Date)

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(Signature of Immediate Supervisor)

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(Date)

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(Signature of Cost Center Manager)

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(Date)



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